

Law Society
of Saskatchewan
*Articling Program
Assessment
Research Report*

September 5, 2019



Law Society
of Saskatchewan



...I often see young lawyers struggling to do complicated areas without reaching out for help because they feel ashamed that they should know it or know exactly where to look. Egos need to be tempered and reigned in. We do not know everything, but the things that we do know, we know very well. Reaching out to senior counsel and having mentoring programs to teach this is the best thing we can do.

-Principal

Five highlights about the articling program.

1 ARTICLING EXPERIENCE SATISFACTION



Seven-in-ten students are **very satisfied or satisfied** with their **articling experience**.

Top benefits of articling:

Good training through **wide hands-on experience** and exposure to **relevant tasks and practice areas** of interest.

Being part of a **team** in a **positive work environment** working with **supportive lawyers** and other articling students.

16% are dissatisfied with their articling experience.

2 DISCRIMINATION AND HARASSMENT



About **one-third** of Saskatchewan students and new lawyers (32%) **report experiencing discrimination and harassment** during recruitment and/or articling.

It is important to continue to **educate students about resources available**.

Only 9% of those who experienced discrimination and/or harassment **know about the resources available** to help deal with these issues.

3 PREPAREDNESS FOR ENTRY LEVEL PRACTICE



55% lacked confidence in their training and felt only somewhat prepared or not prepared for entry level practice.

45% felt prepared for entry level practice.

98% of lawyers who felt prepared for entry level practice are **very satisfied or satisfied with their articling experience**.

Content of training is the top factor determining preparedness and one of the top reasons for satisfaction or dissatisfaction.

4 TRAINING REQUIREMENTS



Satisfaction with the articling experience can be improved by: **a) promoting awareness of the learning plan, b) enhancing the learning plan, and c) increasing oversight of training requirements**, so that articling students develop and **gain experience in all competency areas** through **experience working in most practice areas**.

5 MENTORSHIP AND WORKLOADS



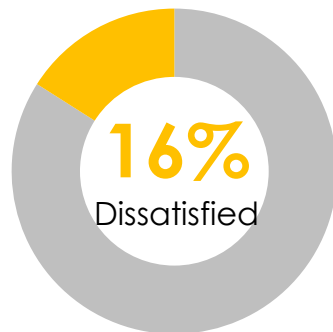
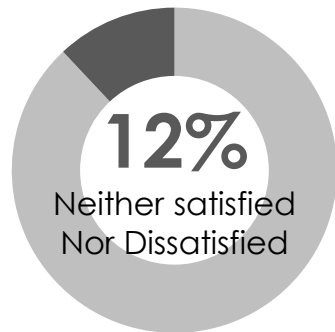
Quality of mentorship is a challenge for all involved.

Top student concerns are **poor mentorship and guidance, lack of clarity and structure in their articling experience, as well as heavy workloads**.

For recruiters, principals and mentors, the top concerns are a **lack of resources and time to mentor and guide students, a lack of mentorship training, and providing a variety of experiences** to cover different competency and practice areas.

HIGHLIGHTS

Overall, seven in ten articling students are satisfied with their articling experience.



Positive aspects and benefits of articling experience for students/new lawyers.

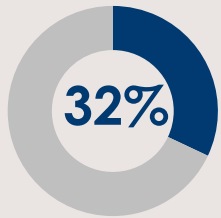
- ✓ Good training through wide hands-on experience, as well as exposure to relevant tasks and practice areas
- ✓ Positive work environment through team work with supportive, helpful lawyers and other articling students
- ✓ Positive mentorship and guidance through onboarding, feedback and support

There is a strong link between student satisfaction and recommending the firm where they articulated.

- **Nine in ten** articling students who were satisfied with their articling experience **would recommend** the law firm in which they articulated to other students

HIGHLIGHTS

Those experiencing discrimination and/or harassment are more likely to be female.



Report experiencing discrimination and/or harassment during recruitment and/or articling.

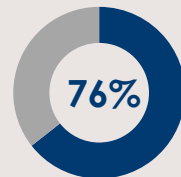
Profile of Those Who Experienced Discrimination and Harassment

12%
Male

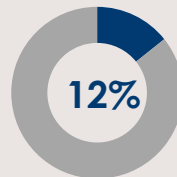


79%
Female

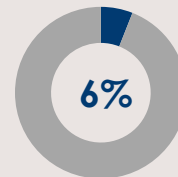
3% Other
3% Prefer not to specify gender
3% Gender non-binary



Don't identify as a minority group



Visible minority



Indigenous

Canadian student
Attended law school in Canada

88%

12%

International Student
Attended law school outside Canada



Primary types of discrimination and harassment experienced:

- Fewer articling positions offered to females and those educated abroad
- Women being asked about marital status, plans for having children, and ability to balance familial obligations with work obligations during recruitment interviews
- Sexist jokes
- Clients expressing preference for male lawyers
- Unwillingness to hire young students due to their perceived naiveté and immaturity

HIGHLIGHTS

Women and minority groups are more likely to have experienced discrimination and/or harassment.

Articling Students & New Lawyers

	Women (n=52)	Men (n=39)	 Minorities* (n=18)	Do not Identify as a Minority Group (n=79)	 Educated Internationally (n=5)	Educated in Canada (n=99)
Satisfaction with articling experience <small>(Very satisfied + satisfied)</small>	71%	74%	78%	72%	3 respondents	73%
Level of preparedness <small>(Very prepared + prepared)</small>	42%	31%	61%	32%	3 respondents	37%
Experienced discrimination and / or harassment	50%	10%	33%	32%	4 respondents	29%
Compensation <small>(Average annual salary)</small>	\$48,000	\$51,000	\$50,000	\$49,000	\$43,000	\$49,000
Workload <small>(Average hours)</small>	48 hrs / week	48 hrs / week	50hrs / week	47 hrs / week	43 hrs / week	49 hrs / week

HIGHLIGHTS

Students feel resources are not available to address discrimination and harassment concerns. There are also concerns that the process to deal with discrimination and harassment negatively impacts victims.

32% of students and new lawyers report experiencing discrimination or harassment during recruitment and/or articling.

9%

Students and new lawyers who experienced discrimination or harassment **felt resources were available** to address issues

88%

Recruiters, principals and mentors felt resources were available to address issues

The reasons students do not report instances of discrimination and harassment are due to the lack of resources or fear of losing their articling position.

- Only **5%** of recruiters, principals and mentors reported having **students come to them with concerns about discrimination or harassment**

Respondents Suggestions*

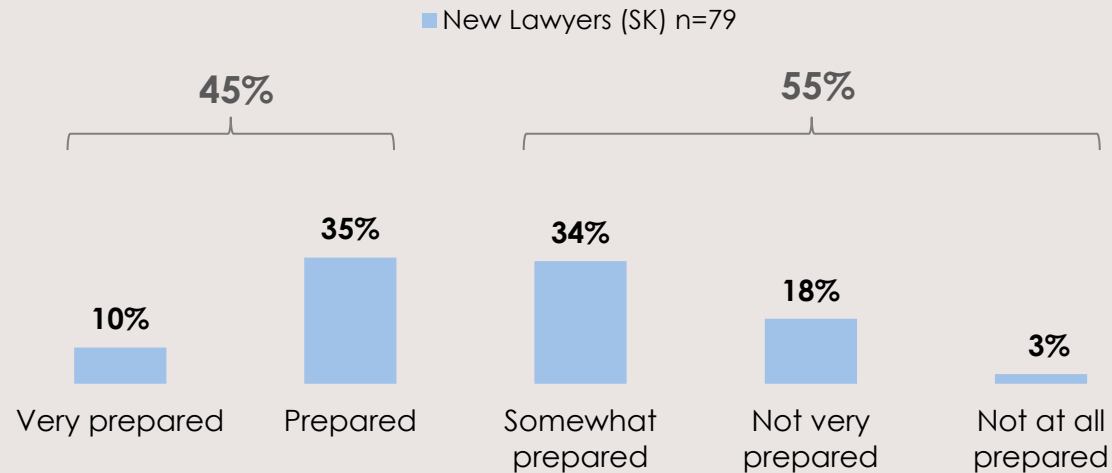
(based on verbatim analysis)

- Educate articling students and new lawyers about the resources available
- Consider ways of helping students who quit because of discrimination and harassment to find another articling position
- Have a process in place for investigating reports of discrimination and harassment and disciplining the offenders
- There needs to be recognition and leadership at the executive levels of the Law Society on this issue

HIGHLIGHTS

Satisfaction with the articling experience can be improved by adjusting the requirements for training to better prepare students for entry-level practice.

Over half of former articling students, now new lawyers, were not confident in their training and felt only somewhat prepared, not very prepared, or not at all prepared for entry level practice.



98% of lawyers who felt very prepared or prepared for entry level practice are very satisfied or satisfied with their articling experience.

- The top reasons for both satisfaction and dissatisfaction with the articling experience are:
 - Quality and content of training in terms of mentorship and feedback, exposure to a range of practice areas, and a variety of skills developed through hands-on experience
 - Work environment in terms of supportive lawyers and staff and reasonable work hours

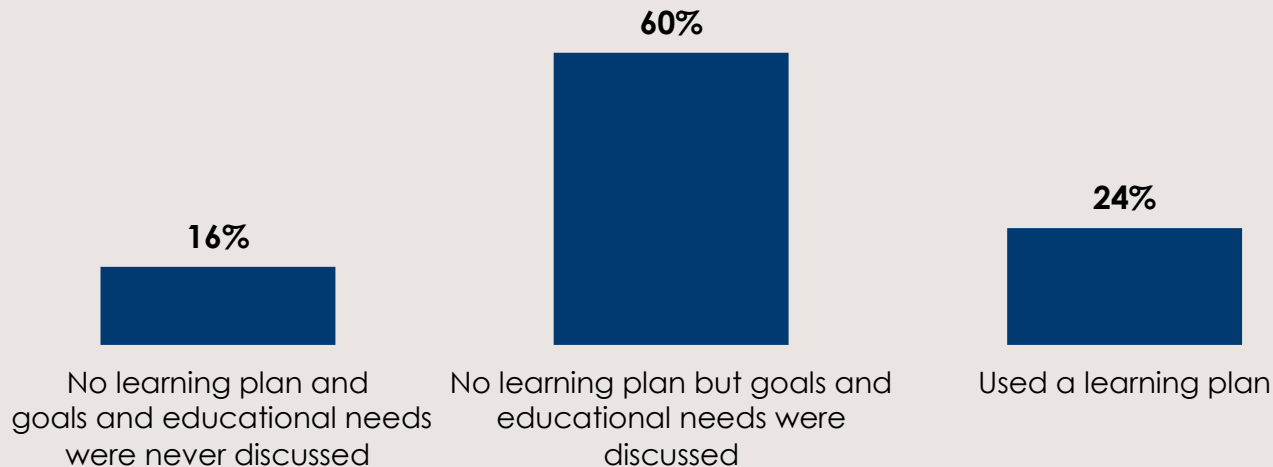
HIGHLIGHTS

Increasing oversight of training requirements to ensure that students receive training in all competency areas and in most practice areas will better prepare students for practice.

Training content is mentioned as the top factor for how prepared students feel for entry-level practice.

59% of Saskatchewan principals, recruiters and mentors **feel providing a variety of experiences for training is one of their top challenges.**

One-quarter of students and new lawyers indicated a learning plan was used.



68% of Saskatchewan articling students are exposed to most practice areas, which is notably higher than other prairie provinces.

Stronger areas of training

Analytical skills	Communication skills
Ethics & professionalism	Substantive legal knowledge

Weaker areas of training

Adjudication / dispute resolution	Conducting matters
Practice management	Client relationship management

Respondents' suggested ways to improve training in all competency areas.

Respondents' Suggestions*

(based on verbatim analysis)

- More focus on exposing students to training in adjudication/dispute resolution, practice management, conducting matters, and client relationship management
- Improve existing training programs (e.g. the CPLED program)
- Develop and follow an education plan that ensures coverage of all competency areas and provides exposure to most practice areas
- Provide opportunities to receive mentorship from lawyers outside of the supervising firm and to gain experience at different places, including in a corporation or in a government's legal department

HIGHLIGHTS

Mentorship, guidance and feedback is an area where improvements would increase satisfaction with the articling experience.

Mentorship and guidance are a top challenge for all involved.

69%

Satisfied with
mentorship
received

Despite overall satisfaction, **60% of students** and new lawyers **express** some **concerns** in their comments **about the quality of the mentorship and guidance provided.**

59%

Find giving
good feedback
challenging

Over half of principals, recruiters and mentors mention they **struggle to provide quality mentorship and guidance.** Some also mention a **lack of mentorship training and resources to support them.**

Quality of training is the top reason for satisfaction with the articling experience and the most important factor in preparing students for entry-level practice.

Respondents' suggested ways to improve mentorship and feedback.

Respondents Suggestions*

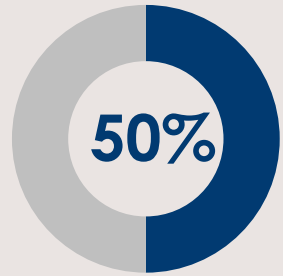
(based on verbatim analysis)

- Introduce more clarity and structure into the principal – student relationship, more specifically:
 - Clarity on what articling students should expect and what is required
 - Structured training consistently covering all competency areas
 - Clear structure to a student's role
 - Consistency in principal – student interaction (e.g. regular feedback, weekly meetings, etc.)
- Encourage other lawyers (beyond the principal) to participate in mentoring and guiding students - team work was mentioned by students as one of the top positive aspects of articling
- Develop and offer mentorship training for principals and mentors

HIGHLIGHTS

Consideration should be given to assisting articling students manage heavy workloads while they also complete their bar admission course requirements.

Half of Saskatchewan students report heavy workloads to be their top challenge.



Worked 50+ hours per week

While combining articling with bar admission course requirements is challenging, **80% of Saskatchewan students are given between two and ten hours to work on their bar admission course requirements** during business hours.

22% of students mentioned they were given grunt work leading to feelings of burn-out.

Saskatchewan students are paid an average annual salary of \$49,000 for an average of 49 hours per week.

Respondents Suggestions*

(based on verbatim analysis)

- Allow reasonable time for students to complete their bar examination course requirements during business hours
- If not possible to decrease the workload, ensure that articling student tasks have educational value that prepares them for entry level practice

Detailed Findings

METHODOLOGY

Survey Availability

The Law Society of Alberta posted a 14-minute online survey for students-at-law and new lawyers, as well as a 12-minute survey for principals, recruiters and mentors, on the website <https://www.lawsocietylistens.ca/> between May 8, 2019 and June 17, 2019. Three provinces participated in the survey: Alberta, Saskatchewan and Manitoba.

Process to Maximize Response Rates

To maximize participation, survey completion was incentivized by a draw for a free Law Society CPD program as well as promoted using the following channels:

- Survey launch email to membership
- Weekly reminders in ReSource (weekly Law Society email)
- Targeted emails to articling students and new lawyers out five years
- Promoted the survey at the Annual General Meeting
- Canadian Bar Association (Saskatchewan branch) promoted the survey via email to their members

Response Rate Achieved

The survey was completed by a total of 736 articling students and new lawyers (549 in Alberta, 104 in Saskatchewan and 83 in Manitoba) and 407 principals, recruiters and mentors (295 in Alberta, 64 in Saskatchewan and 48 in Manitoba).

An estimated 20% participation rate of Saskatchewan articling students and new lawyers (n=104 completed surveys in Saskatchewan) was achieved based on a distribution list of approximately 508 articling students and new lawyers in Saskatchewan.

An estimated participation rate cannot be determined for principals, recruiters and mentors because the roles are not tracked by the Law Society. It is estimated that there are approximately 100-125 principals in Saskatchewan.

To qualify to complete the student survey, one needed to be an articling student or a new lawyer who completed their articling in the past five years.

To qualify to complete the principal survey, a lawyer needed to have been in the role of a recruiter, principal or mentor of an articling student in the past five years.

Online Survey Tested

Prior to survey launch, the online survey was thoroughly tested internally by the Law Society of Alberta and Illumina Research Partners.

Statistical Limitations

Saskatchewan lawyers and students at law were surveyed through the email address registered with the Law Society of Saskatchewan. Ensuring all eligible lawyers with an email address receive the survey is intended to eliminate as much “coverage bias” as possible in this survey. 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 Saskatchewan legal profession.

Reporting of Results

The following terms are used throughout the report.

“Articling students” and those who have “completed articling but have not been called to bar” were combined under “Articling Students” throughout this report. Base sizes were too small to report separately.

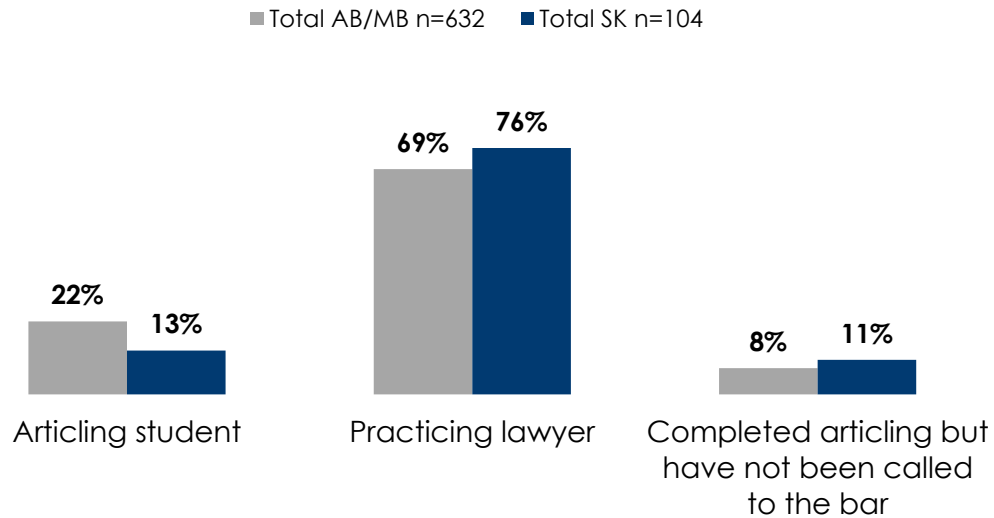
Results for recruiters, mentors and principals are reported based on total combined responses. Results for recruiters, mentors and principals cannot be reported separately due to small base sizes.

WHO COMPLETED THE SURVEY

Most of the respondents were practicing lawyers, principals, and mentors.

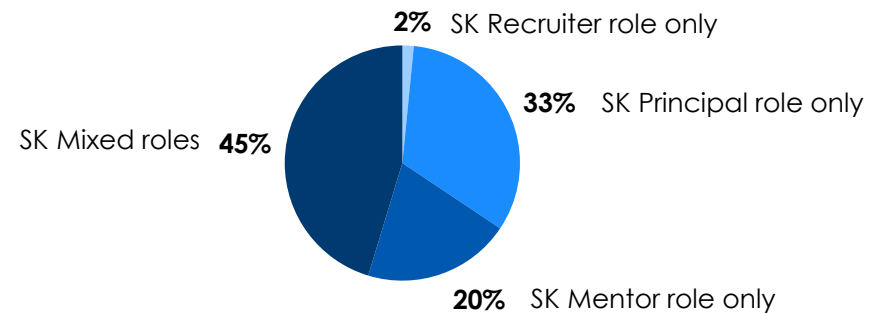
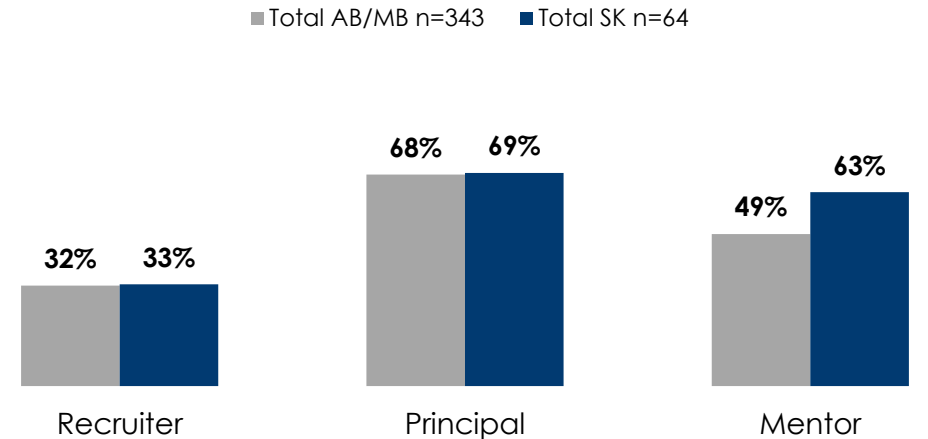
Articling Students & New Lawyers

How would you best characterize yourself in the profession?



Principals, Recruiters & Mentors

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

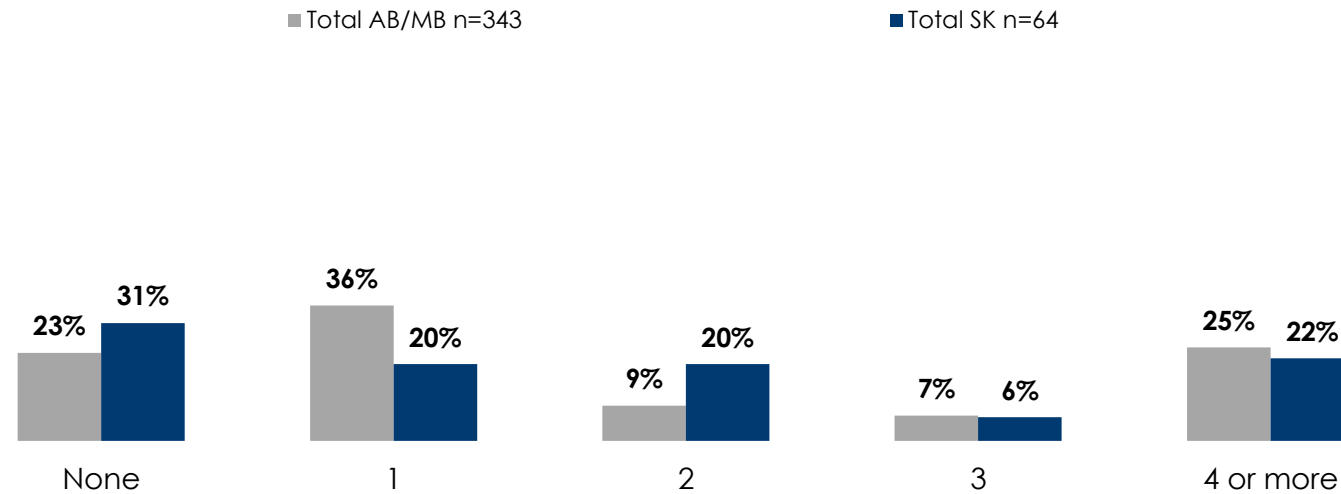


NUMBER OF ARTICLING STUDENTS AT FIRM/ORGANIZATION

Half of recruiters, principals and mentors are working with two or more articling students.

Principals, Recruiters & Mentors

How many articling students have you recruited or are you currently mentoring or supervising at your firm/organization?

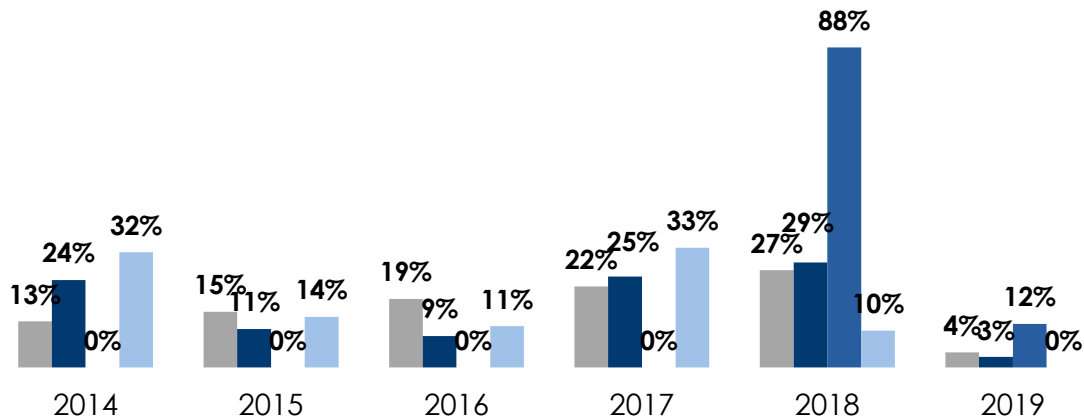


Over one-third of principals, mentors and recruiters have been working with articling students for five years or less. One-quarter have been working with articling students for over 20 years.

Articling Students & New Lawyers

In which year did you start articling?

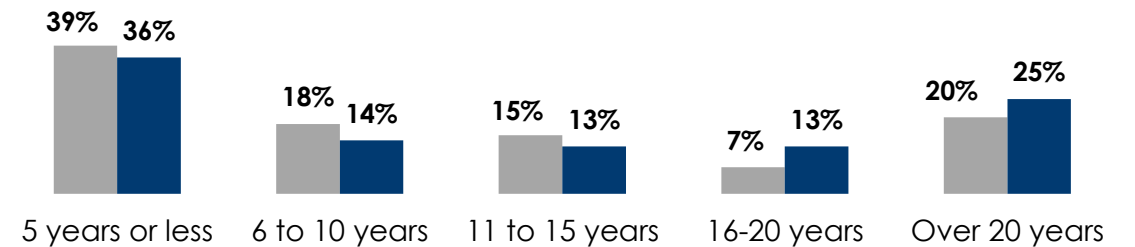
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

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

■ Total AB/MB n=343 ■ Total SK n=64

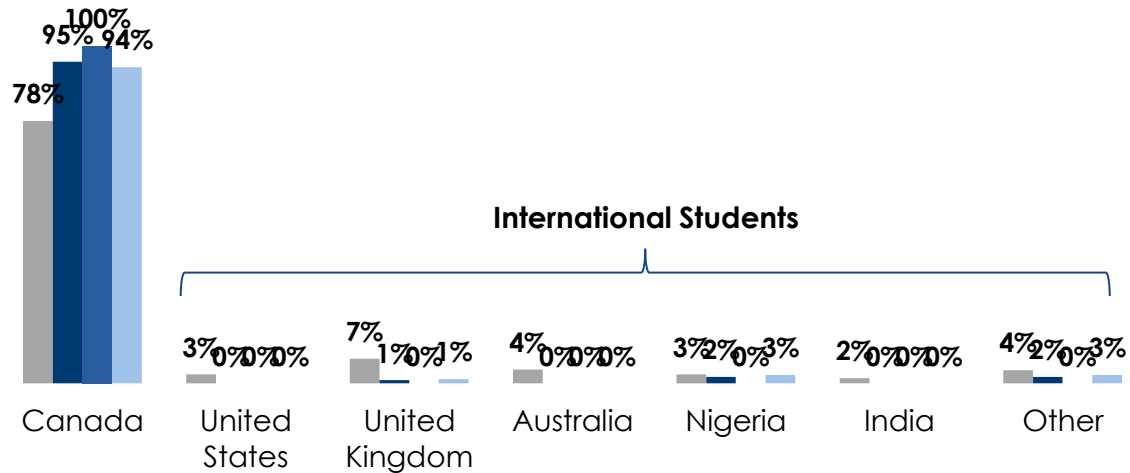


Most Saskatchewan articling students were educated in Canada. Compared to other prairie provinces, Saskatchewan has notably fewer articling students who were educated abroad.

Articling Students & New Lawyers

Where did you attend law school?

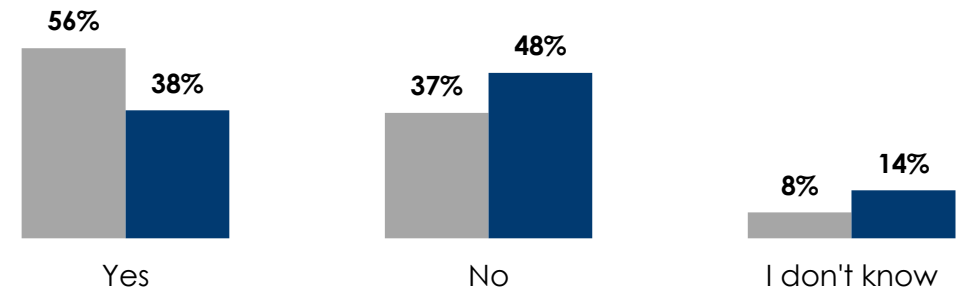
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

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

■ Total AB/MB n=343 ■ Total SK n=64



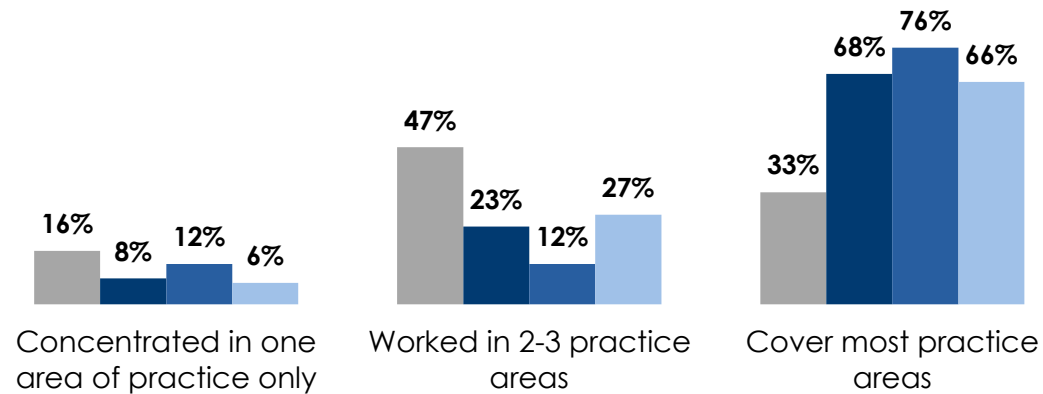
EXPOSURE TO DIFFERENT PRACTICE AREAS

Two-thirds of Saskatchewan students state they have been exposed to most practice areas while articling. This is notably higher than in the other prairie provinces.

Articling Students & New Lawyers

Type of Exposure to Different Practice Areas

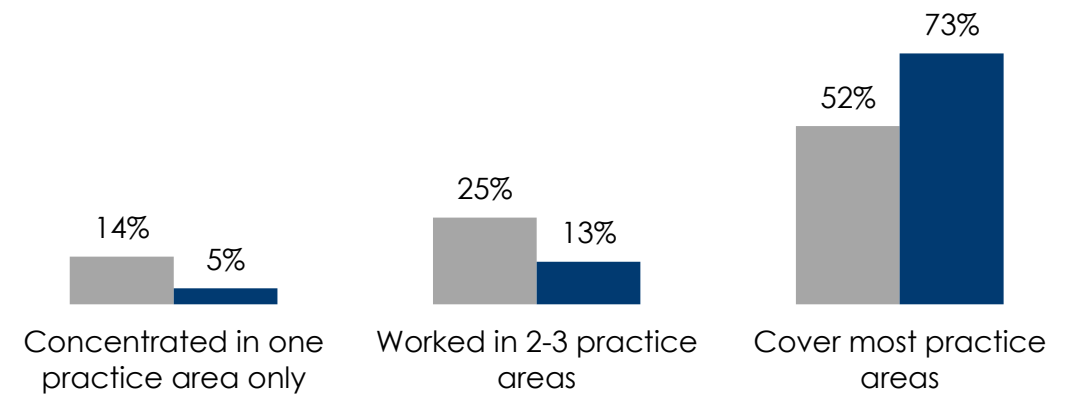
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Principals, Recruiters & Mentors

Type of Exposure to Different Practice Areas

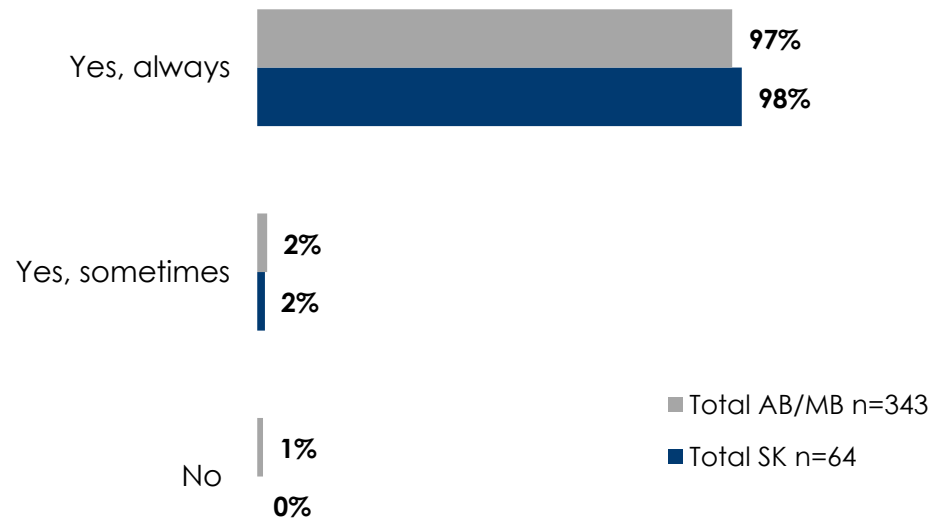
■ Total AB/MB n=343 ■ Total SK n=64



Nearly all firms always offer articling students compensation.

Principals, Recruiters & Mentors

Does your firm/organization offer compensation to articling students?

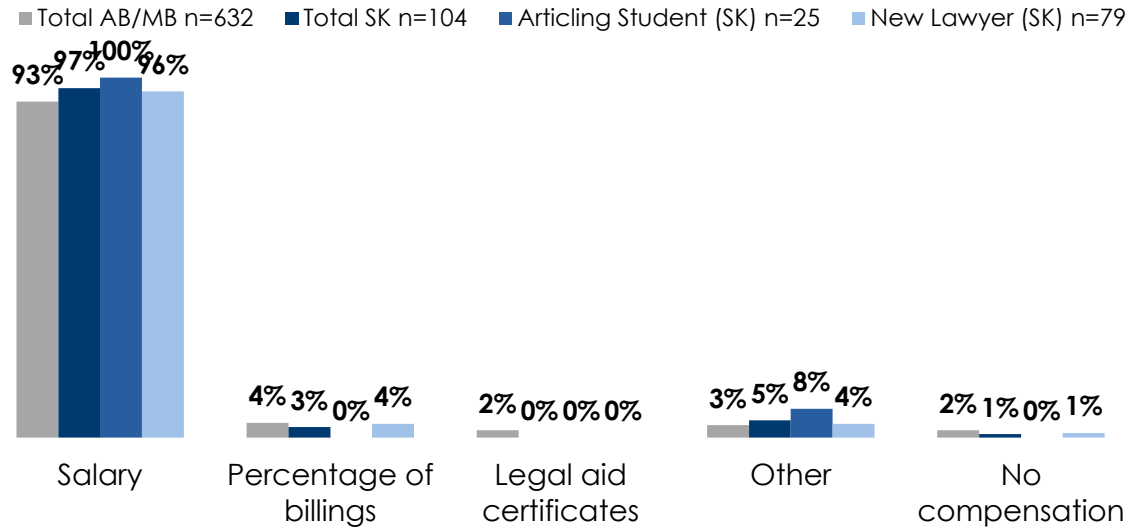


TYPE OF COMPENSATION

The vast majority of students are paid a salary while articling.

Articling Students & New Lawyers

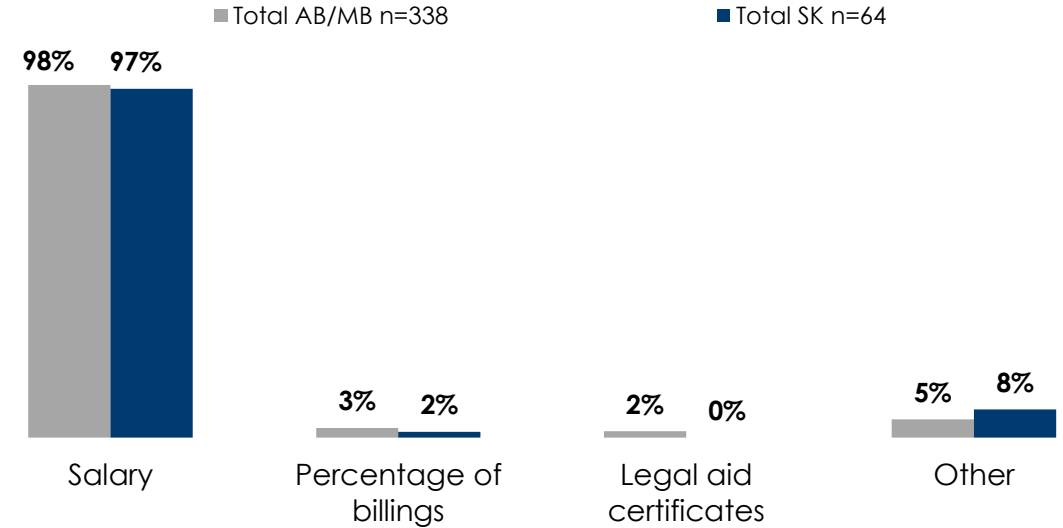
What type of compensation are you receiving/did you receive during your articling experience?



Principals, Recruiters & Mentors

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

Among those who offer compensation



ANNUAL COMPENSATION

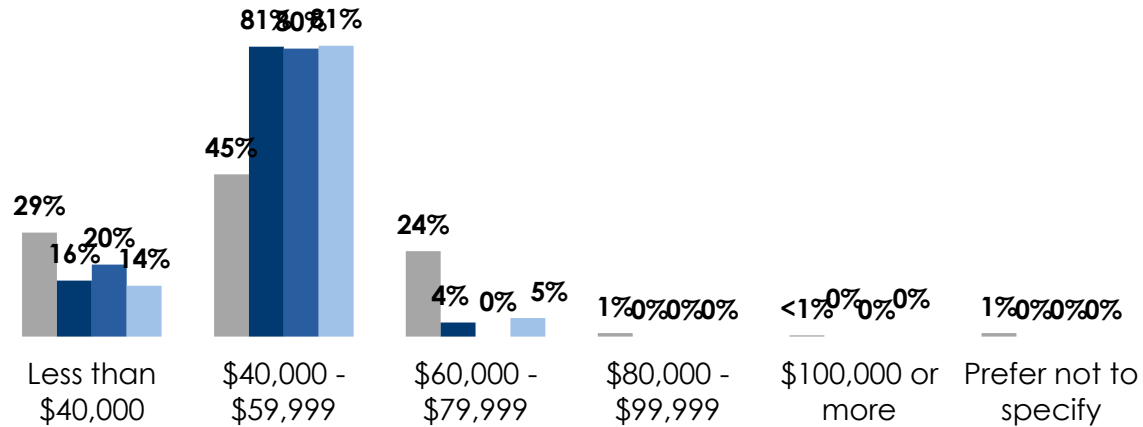
Saskatchewan articling students tend to be paid between \$40,000 and \$59,999. On average, Alberta articling students have the highest compensation while Manitoba has the lowest.

Articling Students & New Lawyers

What is/was your annual compensation during your articling?

Among those who have received compensation

■ Total AB/MB n=619 ■ Total SK n=103 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=78

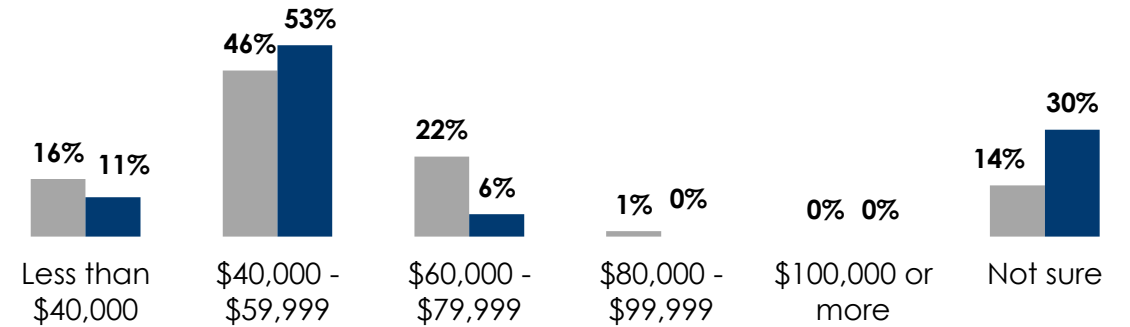


Principals, Recruiters & Mentors

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

Among those who offer compensation

■ Total AB/MB n=338 ■ Total SK n=64



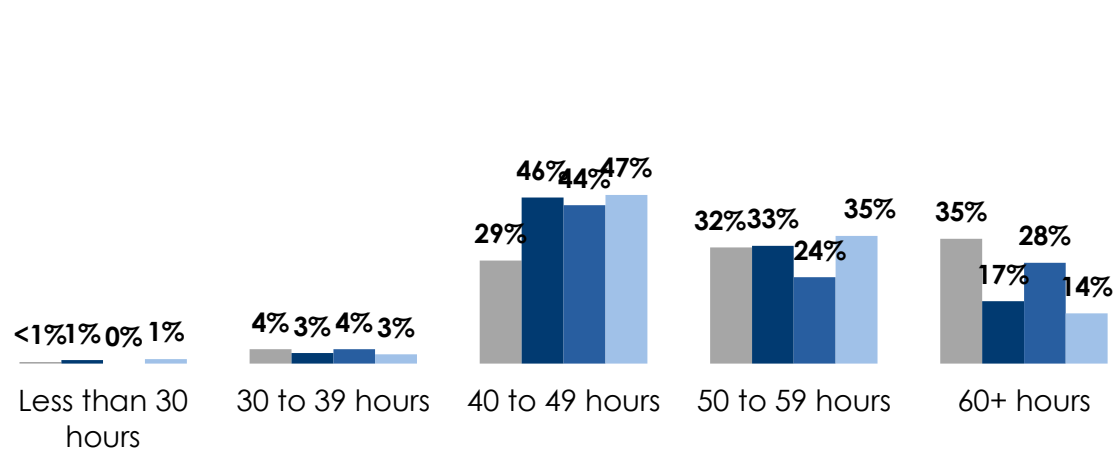
NUMBER OF HOURS WORKED BY ARTICLING STUDENTS

Almost half of Saskatchewan articling students work 40-49 hours per week. Compared to other prairie provinces, Saskatchewan articling students work fewer hours per week on average.

Articling Students & New Lawyers

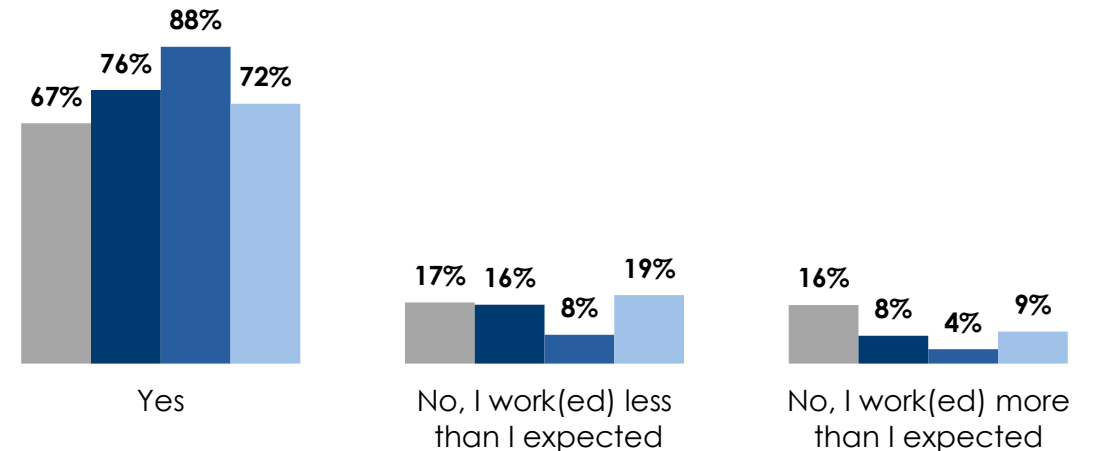
On average, approximately how many hours per week do/did you work during your articling?

■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



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

■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



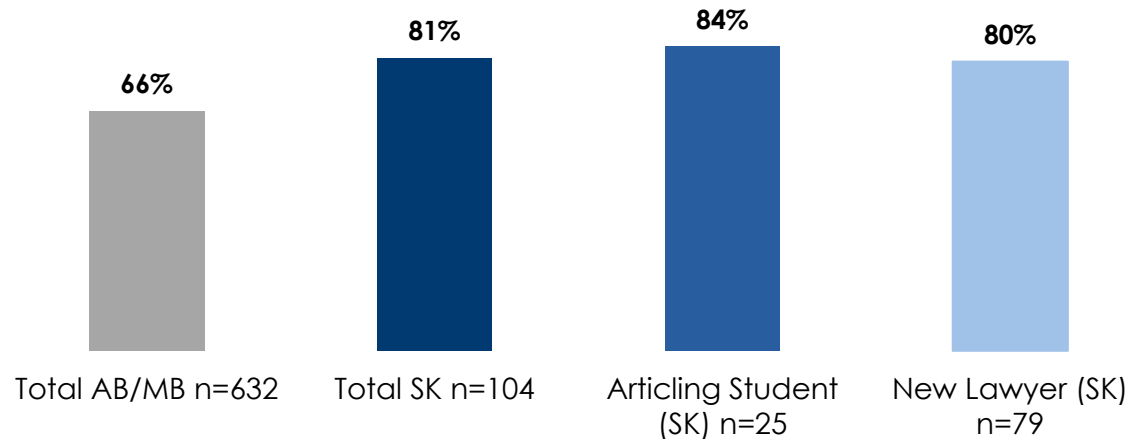
TIME TO COMPLETE BAR ADMISSION COURSE REQUIREMENTS DURING BUSINESS HOURS

Eight in ten articling students and new lawyers state they are/were given time to complete their bar admission course requirements during business hours. This is notably higher than in other prairie provinces.

Articling Students & New Lawyers

In general, are you/were you given time to complete your bar admission course requirements during business hours at the firm/organization where you are/were articling?

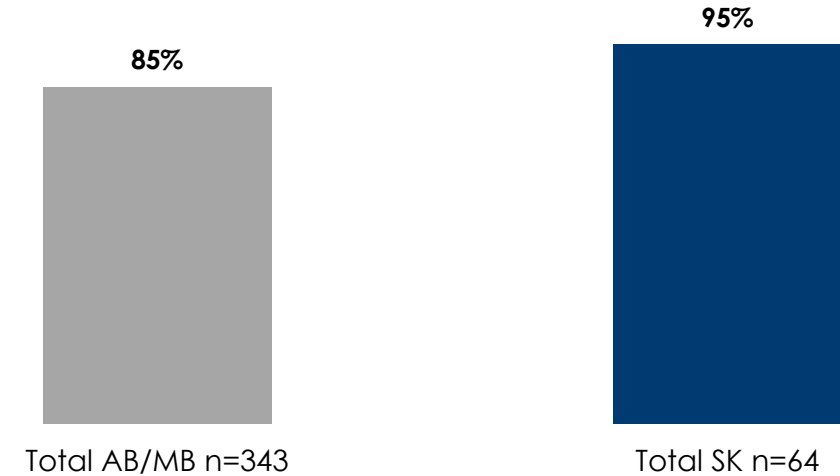
% Yes



Principals, Recruiters & Mentors

In general, do articling students at your firm/organization typically get time during business hours to complete their bar admission course requirements?

% Yes



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

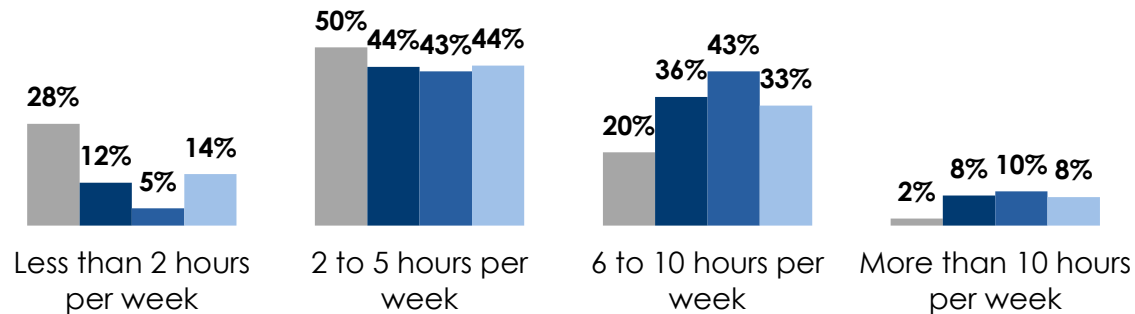
80% of students and new lawyers say they are, or were, given two to ten hours per week to complete the bar admission course requirements.

Articling Students & New Lawyers

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

Among those who were given time during business hours to complete their bar admission course requirements

■ Total AB/MB n=418 ■ Total SK n=84 ■ Articling Student (SK) n=21 ■ New Lawyer (SK) n=63

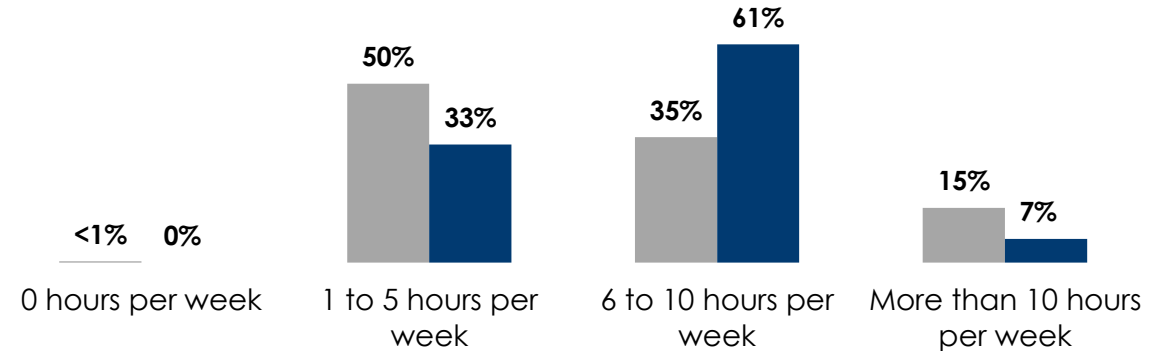


Principals, Recruiters & Mentors

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

Among those who give time for articling students to complete bar admission course requirements during business hours

■ Total AB/MB n=290 ■ Total SK n=61



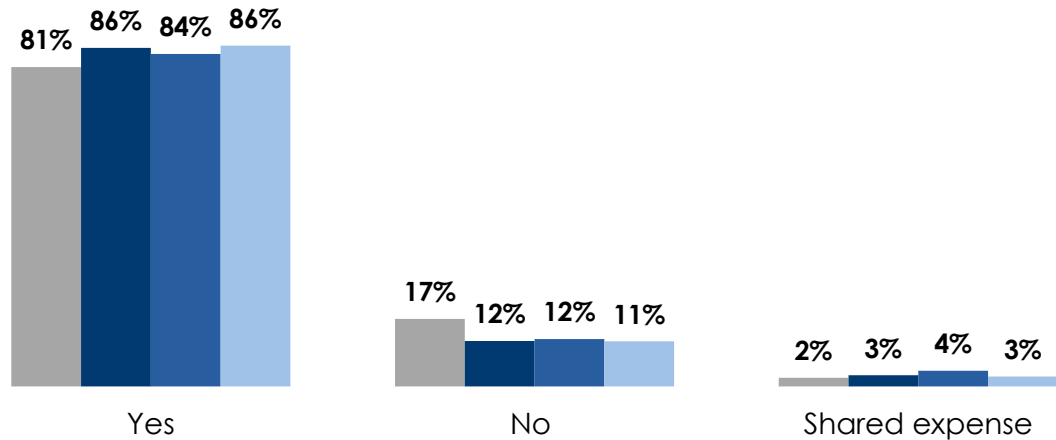
WHO PAID FOR BAR ADMISSION COURSE TUITION

The majority of firms pay their students' bar admission course tuition.

Articling Students & New Lawyers

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

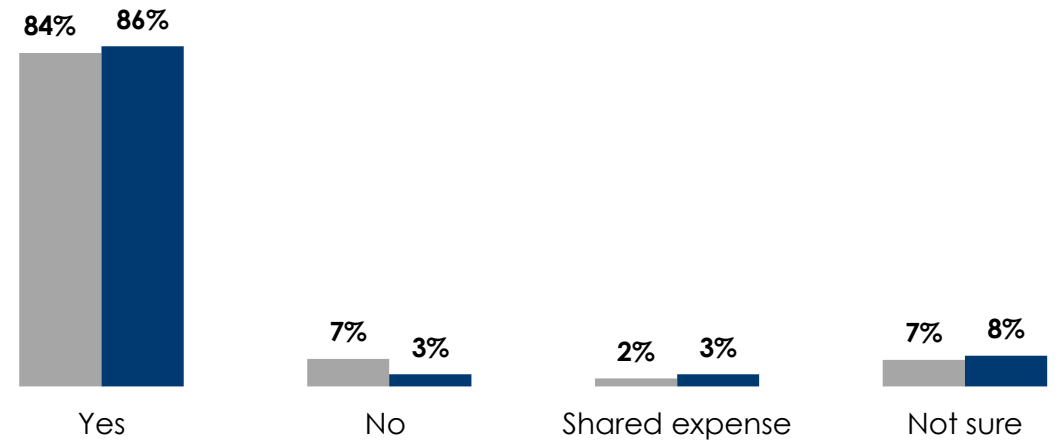
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

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

■ Total AB/MB n=343 ■ Total SK n=64



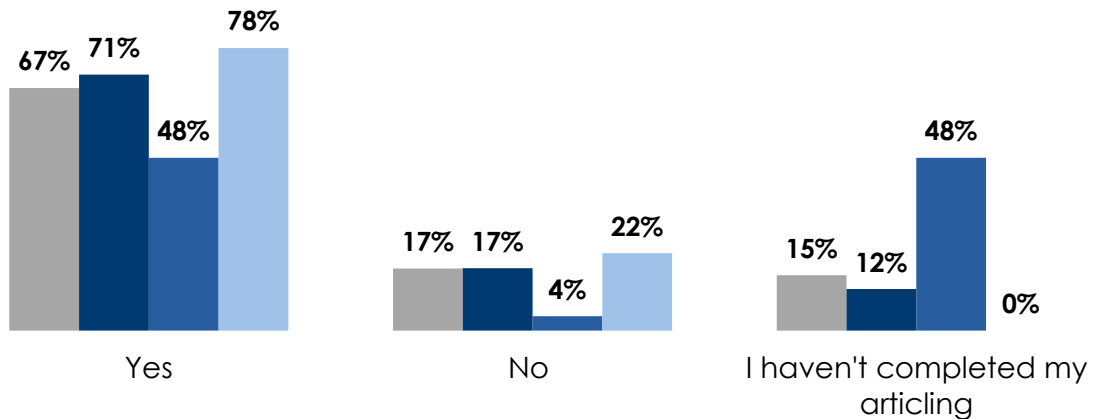
OFFER OF A POSITION AT THE FIRM WHERE ARTICLING COMPLETED

Almost eight in ten new lawyers stated they were offered a position where they completed their articling.

Articling Students & New Lawyers

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

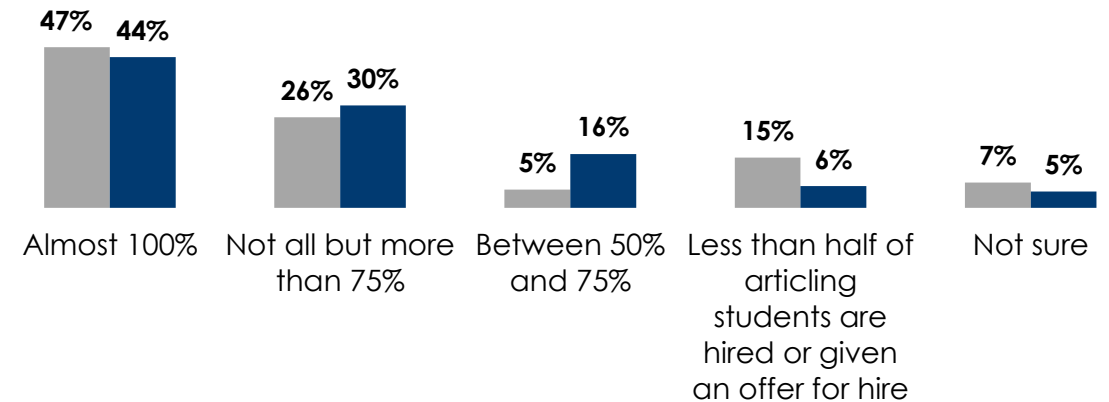
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

What proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?

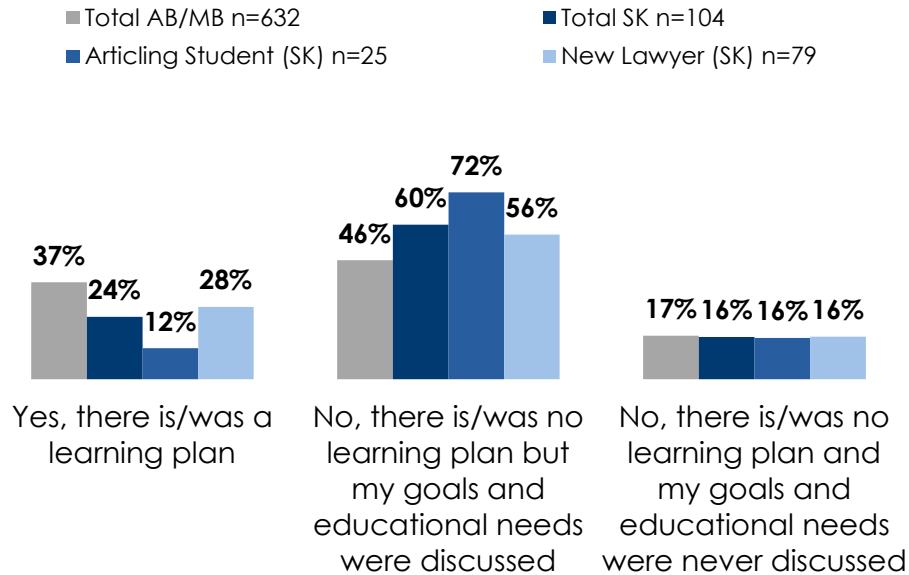
■ Total AB/MB n=343 ■ Total SK n=64



Even though the majority of recruiters, principals and mentors state they use a learning guide, just over one-third of articling students say they were exposed to one.

Articling Students & New Lawyers

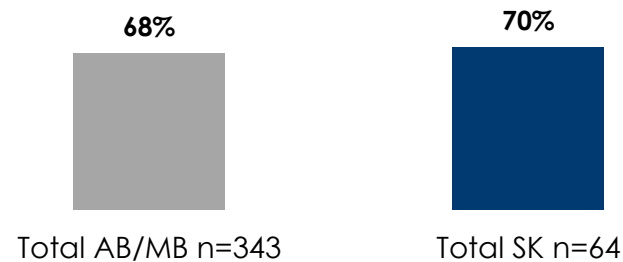
For your articling position, do/did you have a learning plan that guided your learning?



Principals, Recruiters & Mentors

In general, do you use a learning plan to guide the articling experience?

% Yes



Why don't you use a learning plan?

Among total Saskatchewan recruiters, principals and mentors who do not use a learning plan, n=19* ⚠️

Find it unnecessary

Use a different resource (checklist, internal course, lecture series, etc.)

Too limiting/individual approach is better

Not a good fit for the firm

Never thought of it

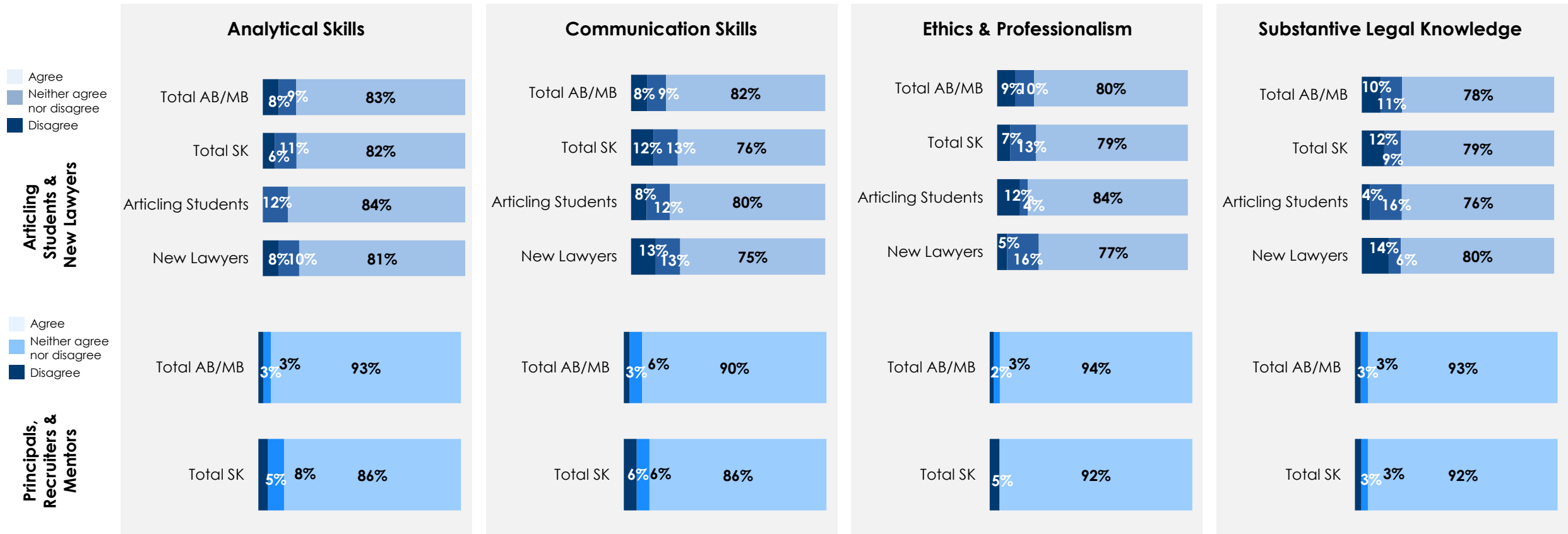


PERCEIVED AREAS OF STRONGER TRAINING BY STUDENTS

Students feel they get somewhat stronger training in analytical skills, communication skills, ethics & professionalism, and substantive legal knowledge during articling.

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?

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?

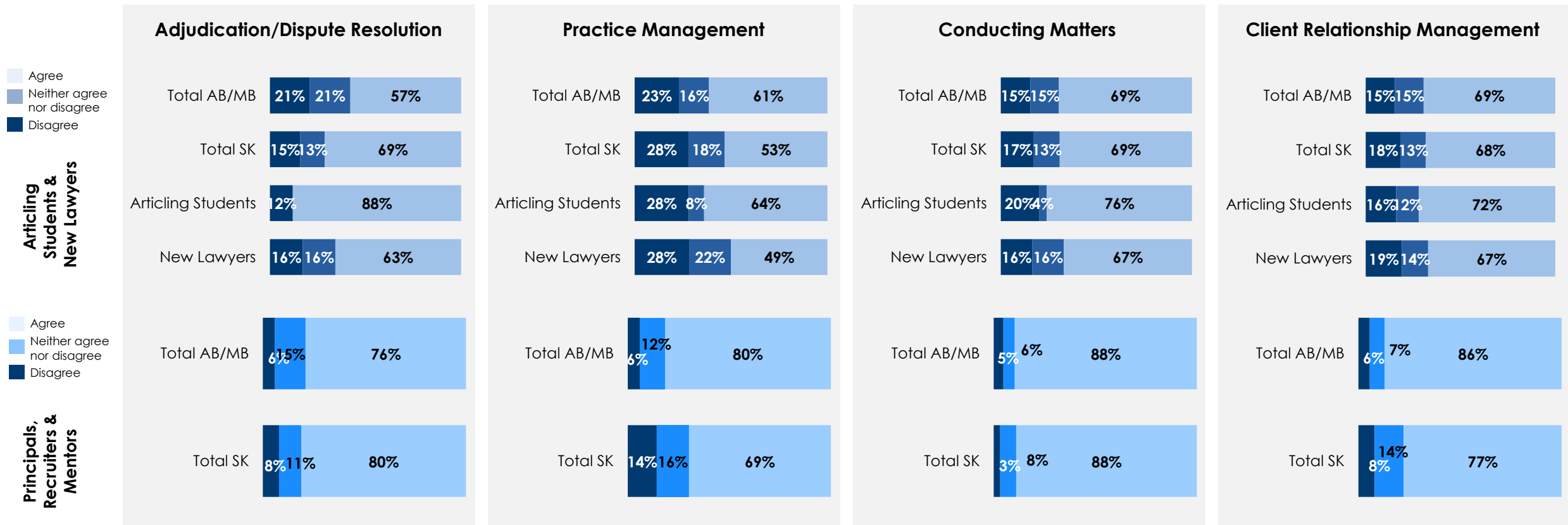


PERCEIVED AREAS OF WEAKER TRAINING BY STUDENTS

Adjudication/dispute resolution, practice mgmt., conducting matters, and client relationship mgmt. are perceived by students to have somewhat weaker training during articling.

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?

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?



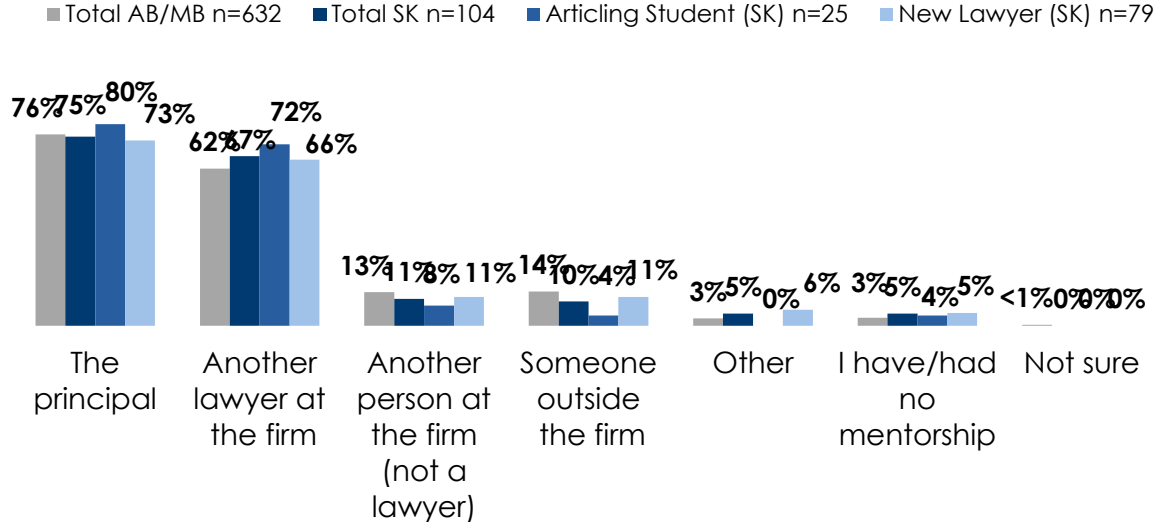
Practice management and conducting matters are mentioned on an unaided basis as top two areas in which students had experiences in the first few years of practice that they could have been better prepared for during articling.

WHO WERE THE PRIMARY MENTORS

While the principal is often the primary mentor, another lawyer at the firm is also commonly a primary mentor.

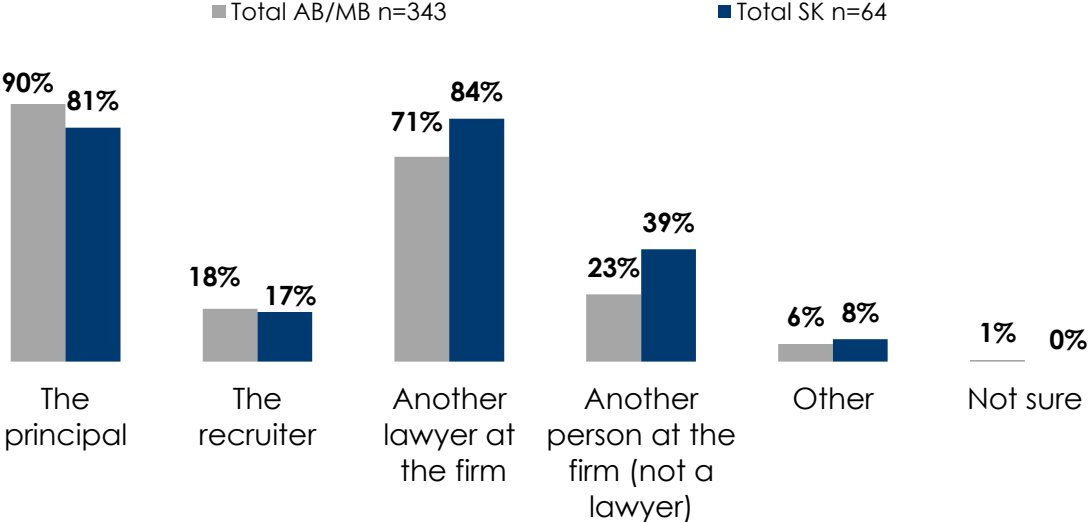
Articling Students & New Lawyers

Who are/were your primary mentor(s) during your article(s)?



Principals, Recruiters & Mentors

Who is/are typically mentor(s)?



EXTENT AGREE OR DISAGREE ABOUT THE MENTORSHIP ARTICLING STUDENTS RECEIVE

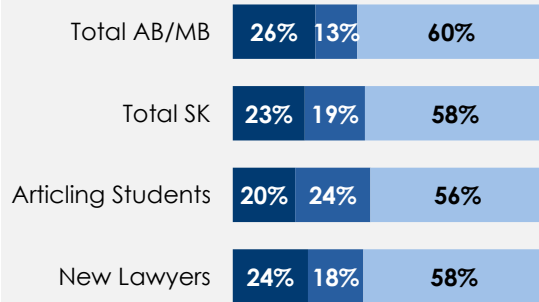
Students perceive quality of mentorship as an area for improvement, especially in terms of receiving feedback on work performance and skills and development.

To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling?
 To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?

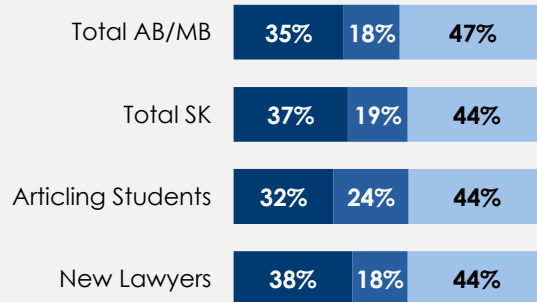
Agree
 Neither agree nor disagree
 Disagree

Articling Students & New Lawyers

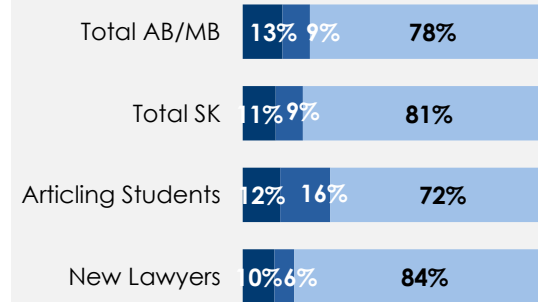
I receive/received regular feedback on my work performance



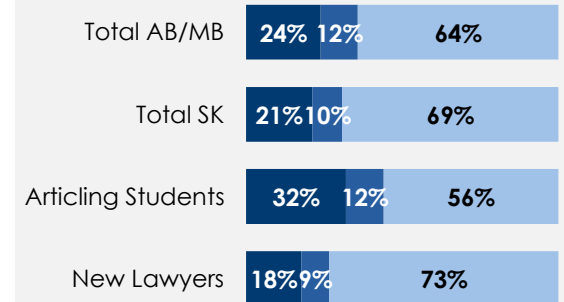
I receive/received regular feedback on my skills and development



Someone is/was available to answer my questions or clarify things when I needed help



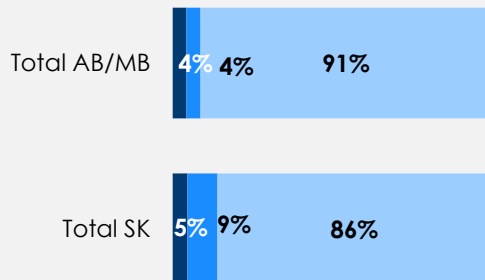
Overall, I am satisfied with the mentoring that I receive/ received during my articling



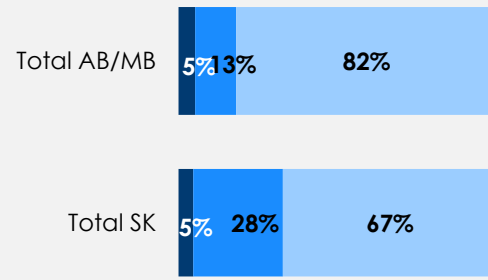
Agree
 Neither agree nor disagree
 Disagree

Principals, Recruiters & Mentors

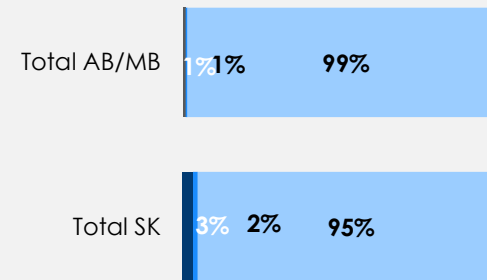
Students are provided with regular feedback on their work performance



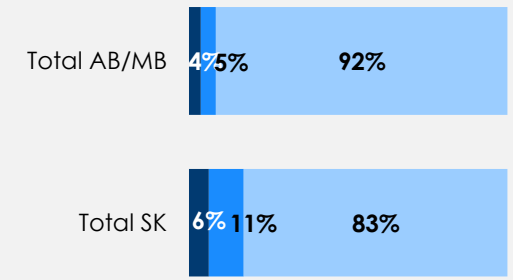
Students are provided with regular feedback on their skills development



There is someone available to answer students' questions or clarify things when they need help



Overall, I am satisfied with the mentoring students receive during articling at our firm



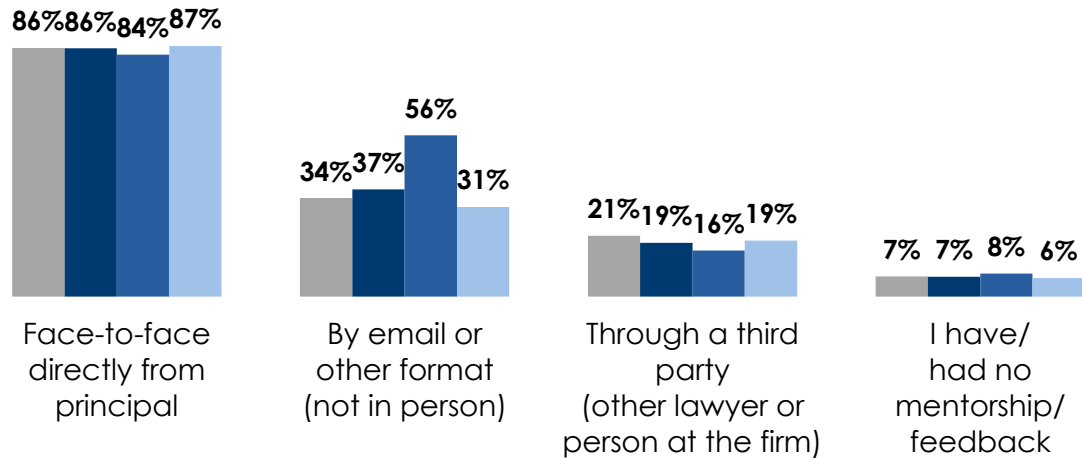
HOW IS MENTORSHIP FEEDBACK PROVIDED

Most students receive face-to-face feedback directly from the principal.

Articling Students & New Lawyers

How do/did you receive mentorship/feedback during your articling?

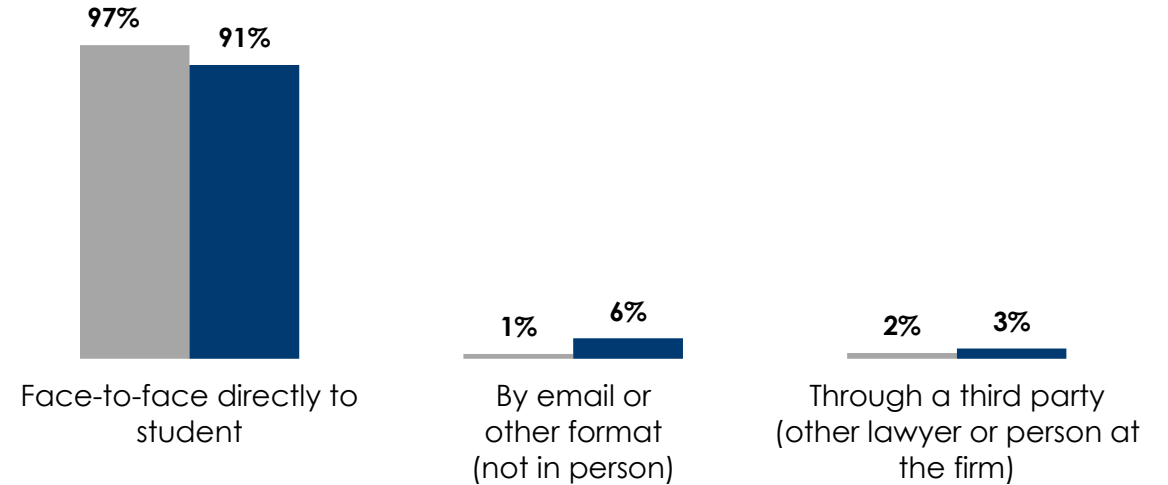
■ Total AB/MB n=629 ■ Total SK n=102 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=77



Principals, Recruiters & Mentors

How do/did you provide mentorship/feedback?

■ Total AB/MB n=343 ■ Total SK n=64

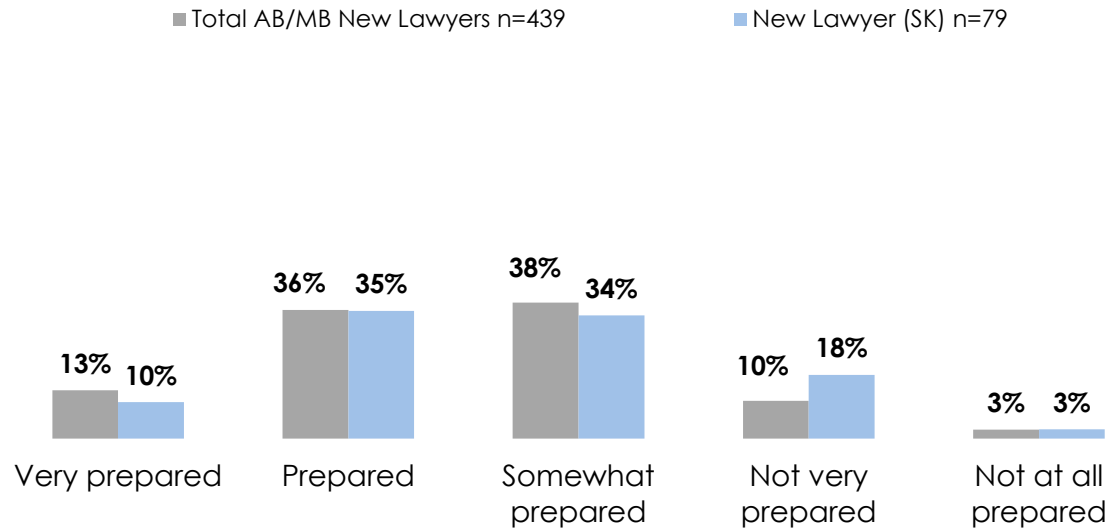


HOW PREPARED AN ARTICLING STUDENT IS FOR ENTRY LEVEL PRACTICE

Just over half of new lawyers were not confident in their training and felt only somewhat prepared or not prepared to enter the practice of law after completing their articling.

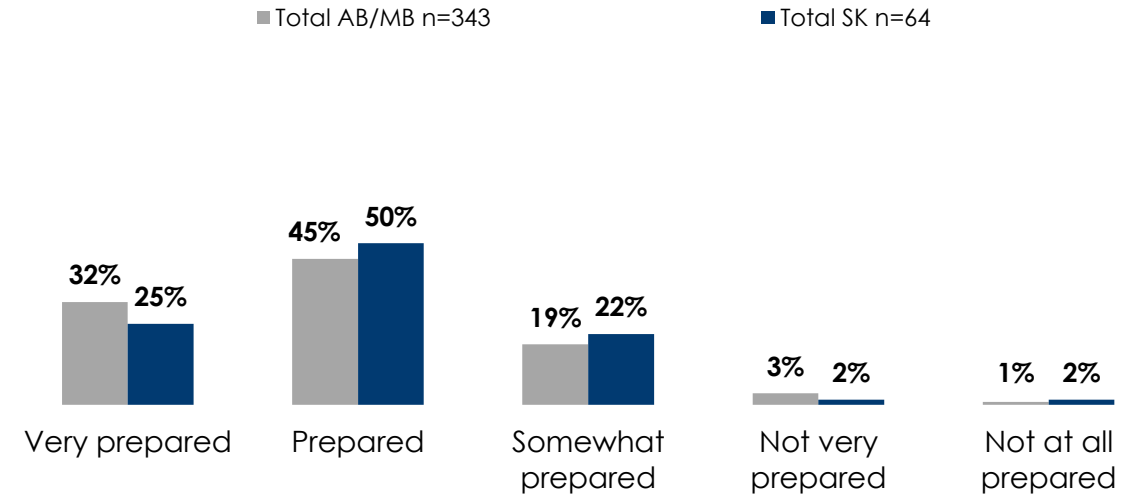
Articling Students & New Lawyers

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



Principals, Recruiters & Mentors

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



WHY ARTICLING STUDENTS FELT PREPARED/UNPREPARED FOR ENTRY LEVEL PRACTICE

Training content and quality of training are the top factors determining how prepared students are for entry-level practice.

Articling Students & New Lawyers

Please explain why you believe you were prepared/unprepared for entry level practice once you completed your articling?

Among total Saskatchewan new lawyers, n=78

Very prepared + prepared (n=35)	Somewhat Prepared (n=27)	Not very prepared + not at all prepared (n=16*) ⚠
<p>83% Good training content</p> <ul style="list-style-type: none"> 40% Got training in practice mgmt. 26% Knowledge of conducting matters 20% Gained legal substantive knowledge 	<p>63% Poor training content</p> <ul style="list-style-type: none"> 26% No training in practice mgmt. 37% Mostly grunt work 22% No training in conducting matters 	<p><i>Base size too small to report quantitatively.</i></p> <p>Poor training content</p> <ul style="list-style-type: none"> Mostly grunt work No training in practice mgmt. or conducting matters Negative work environment
<p>69% High quality of training</p> <ul style="list-style-type: none"> 51% Good guidance available 	<p>37% Poor quality of training</p> <ul style="list-style-type: none"> 33% Guidance unavailable 22% Learnt some skills, but not all 19% Year is not long enough 	<p>Poor quality of training</p> <ul style="list-style-type: none"> Guidance unavailable Ineffective principal Lack of feedback

Principals, Recruiters & Mentors

Please explain why you believe an articling student is prepared/unprepared for entry level practice once you complete their articling at your firm/organization?

Among total Saskatchewan principals, recruiters and mentors, n=62

Very prepared + prepared (n=48)	Somewhat Prepared (n=12*) ⚠	Not very prepared + not at all prepared (n=2*) ⚠
<p>83% Good training content</p> <ul style="list-style-type: none"> 60% Wide range of experiences 38% Got training in practice management (e.g. how to run files) 15% Knowledge of conducting matters 	<p><i>Base size too small to report quantitatively.</i></p> <p>There's always room for improvement</p> <ul style="list-style-type: none"> Year is not long enough/there are always more things to learn Learnt some skills, but not all 	<p><i>Base size too small to report quantitatively.</i></p> <p>Reasons mentioned included poor training content (too narrow scope) and poor mentorship and guidance.</p>
<p>71% High quality of training</p> <ul style="list-style-type: none"> 52% Good guidance available 25% Empowering experience 	<p>Poor training content</p> <ul style="list-style-type: none"> No training in practice management Mostly grunt work 	



Articling Students & New Lawyers

Please explain why you believe you were prepared/unprepared for entry level practice once you completed your articling?

Among total Saskatchewan new lawyers, n=78

Very prepared + prepared (n=35)	Somewhat Prepared (n=27)	Not very prepared + not at all prepared (n=16*) ⚠
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"I was **involved in various areas of law with various lawyers** in the firm. I was able to observe their various styles and gain a lot of knowledge from working with each of them. All of the lawyers in my firm were **readily available to field my questions and guide me** through the processes and law. I also **received a lot of feedback** on matters I dealt with, which was appreciated. I had an overall great articling experience!"

"There were still many challenging aspects to practicing law that I had **little experience with, such as conducting litigation and client management.**"

"I feel like a lot of articling is very sheltered. I got many experiences and yet, as I begin my career as a lawyer I am acutely aware of the **gaps in my knowledge** and experience in many areas. I **do not feel like I would be confident simply taking a file from beginning to end without still asking for some reassurance from someone senior.**"

"**Very little mentorship** was provided during my articles, as a result I knew what law school and CPLED taught me, but I had **minimal practice management skills.**"

"Was **assigned very few files, did not directly interact with clients** on files, and was offered **few opportunities for court experience** other than consent adjournments."

"I **did not feel that I had much exposure to the full life of a file**, also, I **did not receive a lot of feedback** so I felt unsure of my skills and abilities."

Principals, Recruiters & Mentors

Please explain why you believe an articling student is prepared/unprepared for entry level practice once you complete their articling at your firm/organization?

Among total Saskatchewan principals, recruiters and mentors, n=62

Very prepared + prepared (n=48)	Somewhat Prepared (n=12*) ⚠	Not very prepared + not at all prepared (n=2*) ⚠
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"Students at our firm **receive broad exposure to various areas of law** and also receive **training in practice management.**"

"As a principal, I deliberately make the time to ensure that as **many practice areas** as possible are offered to the student and that they also **learn about practice and client management.** I also **provide feedback** that is individualized to their strengths and weaknesses."

"One year is a short amount of time to prepare a lawyer for practicing law. It **usually takes 2-5 years to get them to a comfortable entry-level place.**"

"I am uncomfortable with the idea that someone just completing articles would ever just open their own office and really be competent. I believe **ongoing mentorship and support is essential for everyone for at least a few years.**"

"The **skills necessary take more than one year to develop.** It probably takes up to three years to develop skills."

"There is no clear program. The **people chosen for mentorship and principalship are not properly trained.**"

"As a two lawyer firm in a specialized area of law, it is **difficult to provide the depth of experience and range of viewpoints** to have a well-rounded experience."



Students could benefit from better training resources and more relevant training content.

Articling Students & New Lawyers

Are there additional tools and resources that you believe are needed to help you be better prepared for entry level practice?

Among total Saskatchewan articling students and new lawyers, n=84

49% Better training resources

- 15% Better mentorship
- 11% Better CPLED program
- 7% More feedback
- 7% Access to course library/reduced rates for courses

33% More relevant training content

- 15% More practice management training
- 8% Improving practical knowledge skills

27% Providing opportunity to get rich experience

- 13% More hands-on experience (in general)
- 11% More client interaction
- 7% More court experience

10% Nothing

10% Good working conditions

8% Soft skills (e.g. shadowing senior partners, delegating skills)

Principals, Recruiters & Mentors

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

Among total Saskatchewan principals, recruiters and mentors, n=59

53% Better training resources

- 14% Education plan for articling students
- 10% Better CPLED program
- 8% Have collaboration with other firms for greater exposure to more aspects of law
- 8% Access to supplementary materials: online tutorials
- 8% Courses and training for principals and mentors
- 8% Access to CPLED materials

29% More relevant training content

- 7% More practice management training
- 7% Improving practical knowledge skills

14% Nothing

10% More time articling

Articling Students & New Lawyers

Are there additional tools and resources that you believe are needed to help you be better prepared for entry level practice?

Among total Saskatchewan articling students and new lawyers, n=84

“Honesty, **collegiality and most importantly a change in culture.**

Review Simon Sinek's TED talks on leadership to understand why most law firms are a reprehensible place to donate 30 years of your life.”

“More **practice set up for management. More mental health access and mentoring.** Other areas or outlets to be encouraged for health and stress management.

Work life balance especially in light of technological advances and constant flows of information.”

“There should be a **month long course in CPLED on practice management** to teach the fundamentals of running a practice, specifically on the administrative side.

Additionally there should be **support to teach lawyers how to learn new areas of law if there are no lawyers to mentor the new lawyer in that area.**”

“**More pay** would have relieved some stress during the year. **Less financial worry** would lead to a more relaxed articling year with more concentration on my practice.”

“More **discussions about compliance and practice management** directly from the Law Society would be helpful.”

“Just **more time** at a law firm, **working directly with clients.**”

“**Feedback.** Lawyers are busy animals. For mentors, an articling plan that includes a bi-weekly short written **feedback report** seems to me a good idea...”

“I wish I would have received **feedback** when I was articling.”

Principals, Recruiters & Mentors

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

Among total Saskatchewan principals, recruiters and mentors, n=59

“Access for the students to **online tutorials with practical components** such as advocacy skills.”

“**More exposure to work in my areas of interest and more responsibility** in that work.”

“**Involvement in a file from start to finish,** not just at one point.”

“Students need both **academic and practical training. Further guides and resources** on providing a comprehensive and valuable training and articling program would be helpful. **Best practices materials and tips.**”

“Resources for **developing learning plans and feedback.**”

“The ability to **involve students in a secondment with another firm** would be welcomed.”

“If **CPLED was more practical,** then the students would be more prepared for real life practice. **More in-person modules and training** would be an asset.”

“**More connection between CPLED and articling.** The two things have become separate activities in the same time in the same profession. It might be that both would benefit from some kind of connection.”

“Here are some ideas off the top of my head: perhaps some **more PD sessions** offered to principals/mentors, **assignments and tools to use with students,** hopefully an **improved CPLED course,** clear **communication on what is offered at CPLED** to students to avoid duplication, **webinars** we could access with our students on various topics, e.g. writing skills.”

WHAT COULD HAVE BEEN ADDRESSED DURING ARTICLING TO BETTER PREPARE FOR FIRST YEARS OF PRACTICE

Practice mgmt., conducting matters, and substantive legal knowledge are the three top areas in which new lawyers say they could have been better prepared in the first years of practice.

Articling Students & New Lawyers

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

Among total Saskatchewan new lawyers, n=74

46% Practice management

- 12% Time / workload management
- 9% Practice management (in general)
- 9% Billing / payment acquisition
- 9% File management from start to end

28% Conducting matters

- 23% Court knowledge / procedures

24% Substantive legal knowledge

- 12% Broader experience, exposure to different areas of law
- 7% Law training / more actual legal work / legal knowledge

22% Client relationship management

- 16% Client communication

8% Practical skills / hands on experience

8% Nothing

8% Don't know

Principals, Recruiters & Mentors

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?

Among total Saskatchewan principals, recruiters and mentors, n=61

41% Practice management

- 21% Practice management (in general)
- 15% Time / workload management
- 13% Business side of practice
- 5% Billing / payment acquisition

23% Substantive legal knowledge

- 8% Other areas of law (e.g. family law, civil procedure)
- 7% Law training / more actual legal work / legal knowledge

20% Client relationship management

- 16% Client communication
- 5% How to build a client base

20% Conducting matters

- 8% Drafting legal documents / writing
- 7% Advocacy
- 5% Court knowledge / procedures

16% Ethics and professionalism

- 10% Ethical issues / ethics

VERBATIM COMMENTS ON WHAT COULD HAVE BEEN ADDRESSED DURING ARTICLING TO BETTER PREPARE STUDENTS FOR THEIR FIRST FEW YEARS OF PRACTICE

Articling Students & New Lawyers

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

Among total Saskatchewan new lawyers, n=74

“Billing practices: I was given effectively no guidance on billing, which is at the core of most private practice.
2. **Filing:** How/in what form you should file Affidavits, Briefs, case authorities, etc.”

“Experience in some areas of law I am not as familiar with that become a tangential issue when dealing with a matter, **the practice of billing and sending out bills, managing your time, managing a diary, managing a legal practice in general.**”

“Dealing with difficult clients - ones who complain about your billing, who refuse to provide instruction, who create difficulty in getting a matter resolved.”

“**Learning how to deal with clients in situations where you do not know the answer off-hand.** I have learned when it is appropriate to say “we will have to look into that” and **manage the client’s expectations** of a lawyer’s knowledge, whereas during articling it felt as though we always had to know everything instantly.”

“I would have liked the opportunity to be brought along to **more questionings and mediations** during my articling year.”

“How to deal with self-represented litigants.”

“I have **had to figure out by myself how to deal with a lot of different types of files** that I only had minimal experience in during articling.”

Principals, Recruiters & Mentors

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?

Among total Saskatchewan principals, recruiters and mentors, n=61

“They are routinely **unaware of their statutes** - both provincial and federal. They know of some, but when pressed to address, for example, something specifically in a federal statute, they do not know it exists.”

“The business end of the practice is probably not very well addressed by law school/articling or even junior years at a firm.”

“**Taking full responsibility for files, and practical research skills** could be better developed. I have found it depends on the person and the firm where the lawyer has articulated and varies widely where areas needing improvement are.”

“People management in terms of dealing with difficult clients (and difficult lawyers).”

“Negotiation skills, advocacy, skills to assist in reading/responding to clients, mediators, bureaucrats, and judges.”

“Practice management (conflict checks, file opening procedures, general office and administrative management) are things that need to be taught during the articling year as they are not necessarily learned in law school. **Practical tasks like incorporating a company, searching the PPR, or filing land titles documents** need to be taught as well, as they are also not necessarily learned in law school.”

SUMMARY: MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

Wide hands-on experience and exposure to tasks and practice areas of interest are top positive aspects of the articling experience for students, new lawyers, principals, recruiters and mentors.

Summary of Most Positive Aspects of Articling Experience

Articling Students & New Lawyers

Among total Saskatchewan articling students and new lawyers, n=104

- 85%** Wide hands-on experience
- 81%** Tasks and practice areas of interest
- 70%** Teamwork
- 60%** Mentorship and guidance
- 49%** Working with clients
- 32%** Compensation
- 18%** Emotional support
- 2%** No positive aspects

Principals, Recruiters and Mentors

Among total Saskatchewan principals, recruiters and mentors, n=64

- 95%** Providing mentorship and guidance
- 86%** Providing wide hands-on experience
- 69%** Providing tasks and practice areas of interest
- 63%** Working with clients
- 50%** Teamwork
- 31%** Emotional support to articling students
- 2%** No positive aspects

MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE FOR ARTICLING STUDENTS AND NEW LAWYERS

Team work through working closely with lawyers and contributing to a group/team is one of the top positive aspects of the articling experience for students and new lawyers.

Wide hands-on experience 85%

80% Getting hands-on experience

49% Getting experience with doing a wide range of tasks that are relevant to practicing law

Those who received wide hands-on experience are more satisfied with their articling experience and feel more prepared for entry-level practice.

Tasks and practice areas of interest 81%

72% Working on interesting files

64% Being exposed to specific areas of practice that are interesting to me

Team Work 70%

59% Working closely with supportive and helpful lawyers

37% Being a contributing part of a group/team and making a difference

26% Working with other articling students

Mentorship & Guidance 60%

51% The mentorship I received from my principal

35% The feedback I received to help me improve

16% The on-going learning sessions to help ensure my learning goals were met

7% The onboarding training that helped me prepare for my articling experience

**Working with clients
49%**

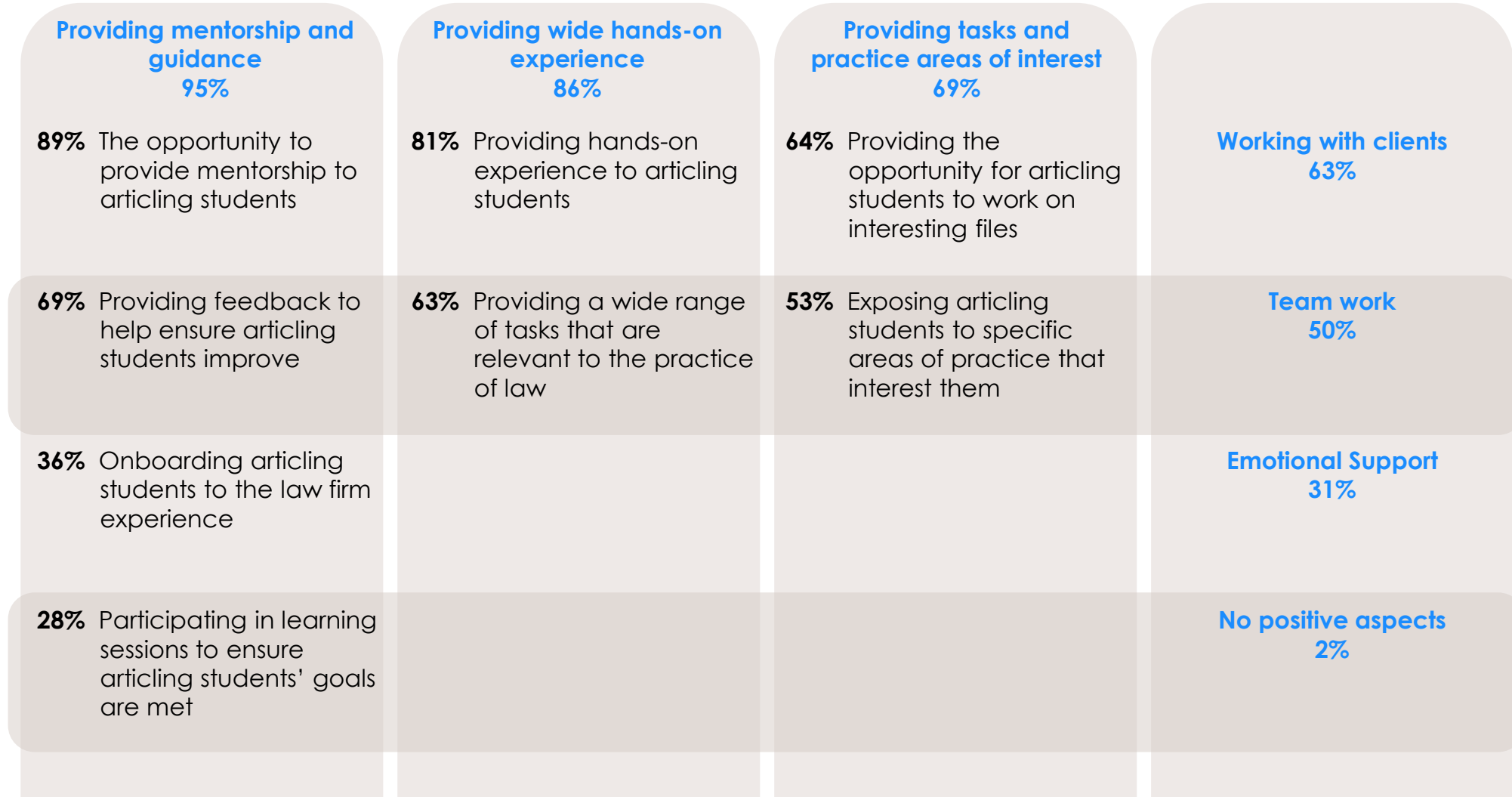
**Compensation
32%**

**Emotional Support
18%**

**No positive aspects
2%**

MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE FOR PRINCIPALS, RECRUITERS AND MENTORS

Providing mentorship and guidance is the most positive aspect of the articling experience for principals, recruiters and mentors.



SUMMARY: KEY CHALLENGES OF ARTICLING EXPERIENCE

Mentorship and guidance is a top challenge for all those involved. Students also struggle with lack of clarity and structure and heavy workloads, while principals, recruiters and mentors struggle with lack of mentorship training and resources and providing a variety of experiences.

Summary of Key Challenges of Articling Experience

Articling Students & New Lawyers

Among total Saskatchewan articling students and new lawyers,
n=104

- 60%** Poor mentorship and guidance
- 58%** Lack of clarity and structure
- 49%** Heavy workload
- 35%** Limited availability of articling positions
- 33%** Financial challenges
- 33%** Getting a variety of experiences
- 23%** Navigating personality differences
- 15%** Mental health support
- 17%** No challenges

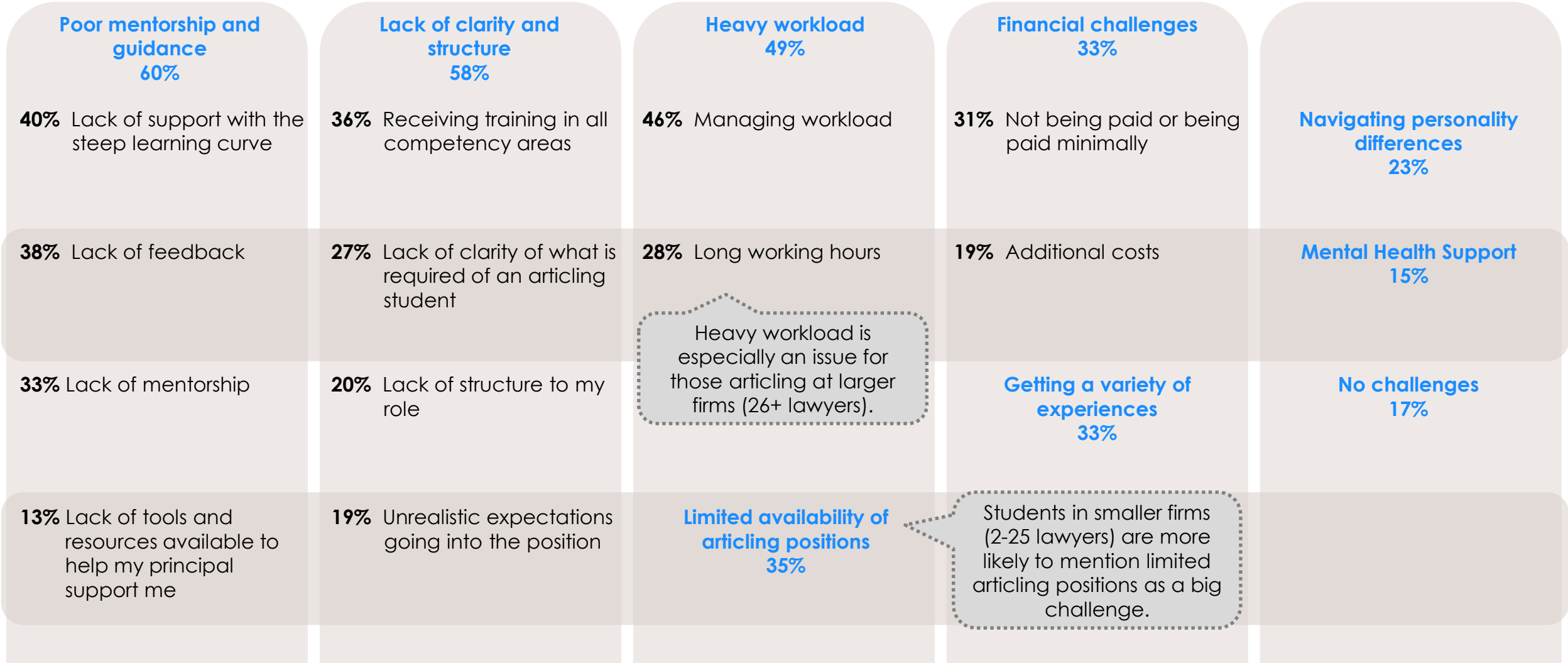
Principals, Recruiters and Mentors

Among total Saskatchewan principals, recruiters and mentors, n=64

- 69%** Lack of training and resources
- 59%** Mentorship and guidance are challenging
- 59%** Providing a variety of experiences
- 44%** Managing personality differences
- 31%** Lack of clarity and structure
- 27%** High costs
- 11%** Mental health support

KEY CHALLENGES OF ARTICLING EXPERIENCE FOR ARTICLING STUDENTS AND NEW LAWYERS

Poor mentorship and guidance, a lack of clarity and structure, and heavy workloads are the top challenges of the articling experience for students and new lawyers.



KEY CHALLENGES OF ARTICLING EXPERIENCE FOR PRINCIPALS, RECRUITERS AND MENTORS

Lack of time and providing quality mentorship and a variety of experiences in competency and practice areas are the top challenges for principals, recruiters and mentors.

Lack of training and resources
69%

66% Lack of time to mentor articling students

22% Lack of training on being a principal / recruiter / mentor

13% Lack of tools and resources available to help me better support articling students

Mentorship and guidance are challenging
59%

45% Supporting articling students through their steep learning curve

38% Giving articling students feedback they can learn from

Providing a variety of experiences
59%

47% Training articling students in all competency areas

34% Exposing articling students to different areas of practice

Managing personality differences
44%

31% Understanding the unique learning styles of articling students

31% Managing personality differences

Lack of clarity and structure
31%

22% Unrealistic expectations of articling students

14% Lack of clarity on what is required of me as a principal / recruiter / mentor

High costs
27%

Mental Health Support
11%

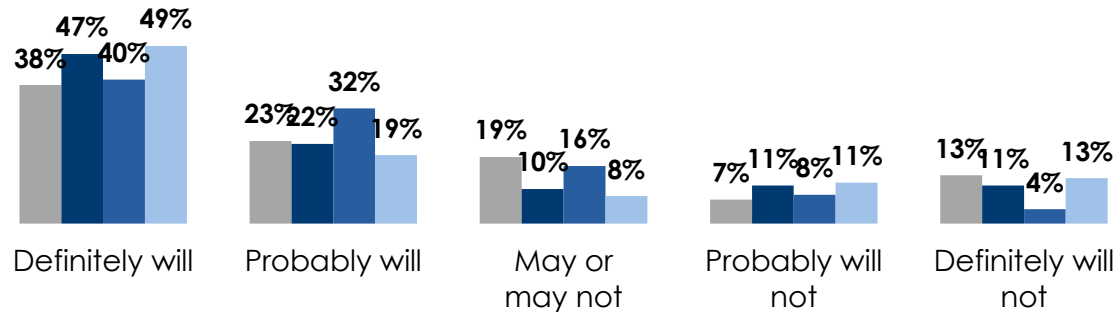
Eight in ten students will recommend articling at the firm they articulated.

Most principals, recruiters and mentors will likely take on a student in the future.

Articling Students & New Lawyers

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

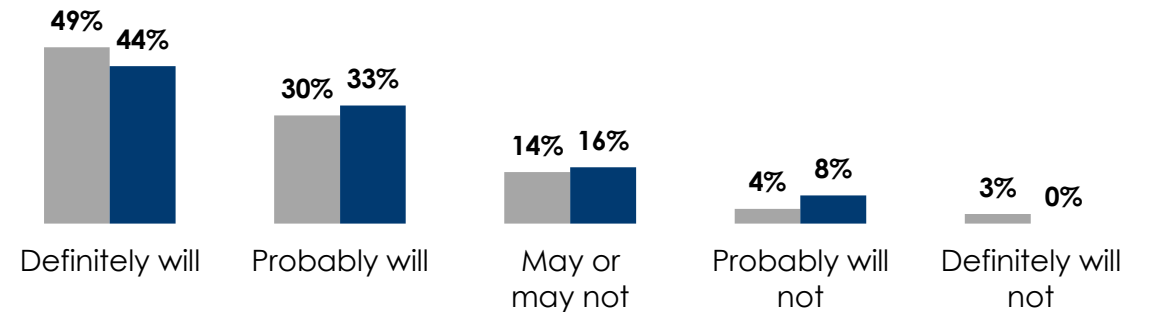
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

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

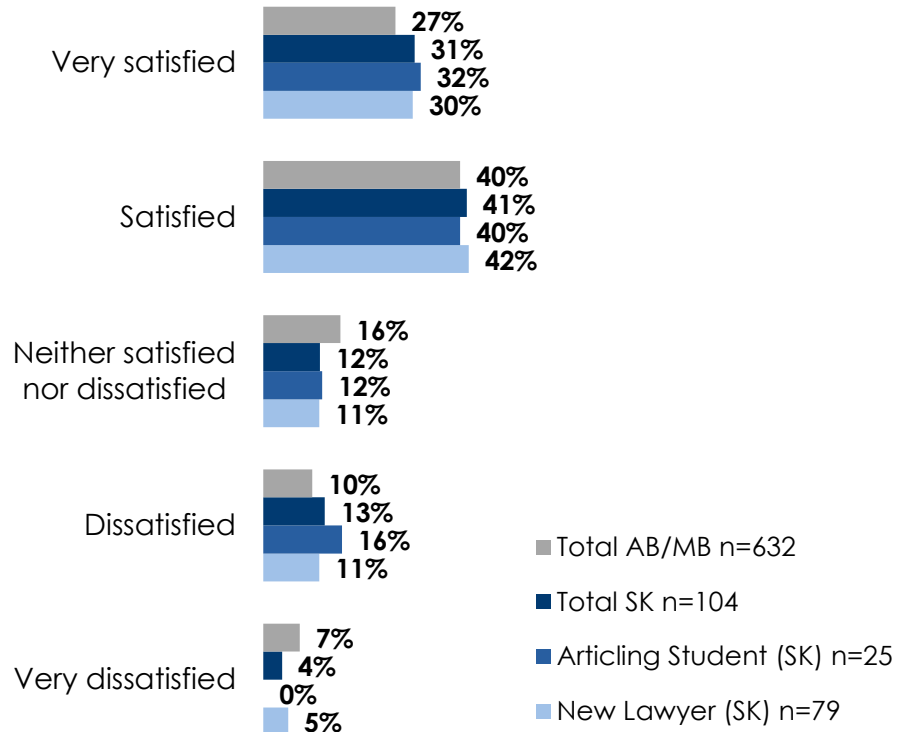
■ Total AB/MB n=343 ■ Total SK n=64



Quality of training and a positive work environment are the top two reasons for satisfaction with the articling experience.

Articling Students & New Lawyers

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



Top Reasons for Satisfaction with Articling Experience

Among total Saskatchewan articling students and new lawyers, n=104

Satisfied (n=75)	Neither satisfied nor dissatisfied (n=12*) ⚠	Dissatisfied (n=17*) ⚠
81% Good training (skills development, exposure to a wide range of areas and good hands-on experience)	Base size too small to report quantitatively.	Base size too small to report quantitatively.
44% Positive work environment	Reasons include:	Reasons include:
13% Enabled me to practice law	<ul style="list-style-type: none"> Poor training Negative work environment 	<ul style="list-style-type: none"> Poor training (no feedback, limited or no mentorship and mostly grunt work) Negative work environment
5% Good firm	<ul style="list-style-type: none"> Good training / learned a lot It was okay/could be improved, but could have been worse 	<ul style="list-style-type: none"> Lack of clarity Inadequate compensation Ineffective Principal

Articling Students & New Lawyers

Among total Saskatchewan articling students and new lawyers, n=104

"I had a **fabulous principal** who **trusted** me and **valued my input.**"

"I had a **hands-on approach** with an **experienced mentor** who **took the time to make sure I was always doing something and growing.**"

"I appreciated the opportunity to article and I **learned a great deal from my principal.** I also **learned what "not to do."** i.e. Many of the staff engaged in **unhealthy conduct** and **gossip** which included gossip about clients and two of the other lawyers **did nothing to help to change the environment** and in my opinion they made it worse... I was offered and accepted a position with the firm after my articles but voluntarily **left when the environment did not get any better and became increasingly toxic - and malicious.**"

"I never thought in a million years my articling experience would be as it is. I was welcomed into the firm even before my start date. I was and have been **included in every firm activity.** Within my first week of articling every partner at the firm had visited my office and had **great conversations about being a lawyer** and what it was like to work there, but also just to say hello and welcome me. I receive **work in all different areas.** My principal **checks in on me** frequently to make sure everything is going well. Other partners and associates do the same. I have been able to **take notes at two trials, observe numerous pretrial conferences, observe questionings, attend civil/family chambers, court of appeal chambers** etc. I receive **daily feedback** on my work. Everyone **is patient and very understanding** that I am new and willing to learn. At times I have been a bit overwhelmed, but that is to be expected."

"**Expectations were clearly described and then exceeded.** A good situation where the firm under-promised to me and over-delivered."

"I learned that to succeed in law you likely **have to work hard** and **put in long hours** to gain competency in your area quickly. Also learned **the value of clear and consistent communication.** However, I learned that **toxic work environments can result in great inefficiencies** and can cause employees to be **dissatisfied** with their work place, and can **hurt their performance significantly.**"

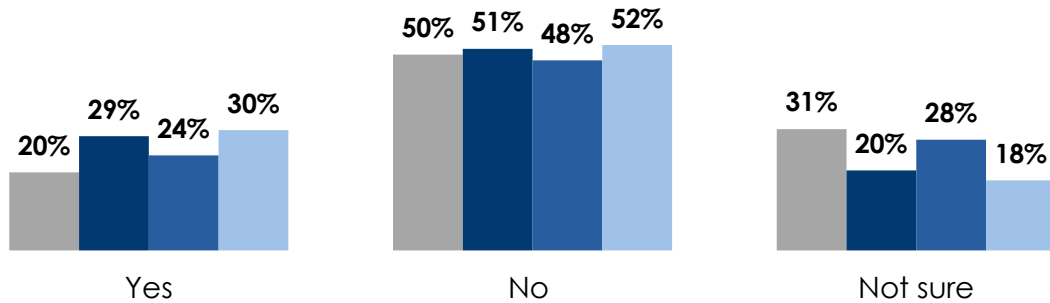
"**Lack of support, files passed on to me half done, long hours, stressful to manage practice and CPLED program, compensation did not match cost of education and level of stress (i.e., pay was not worth it).**"

Half of articling students and new lawyers felt they do/did not have access to appropriate mental health supports to help them with managing stress, anxiety, etc.

Articling Students & New Lawyers

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.?

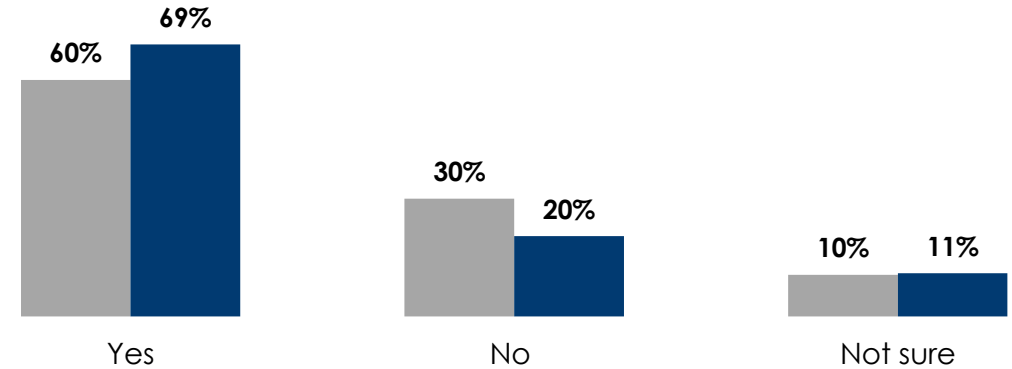
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

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

■ Total AB/MB n=343 ■ Total SK n=64



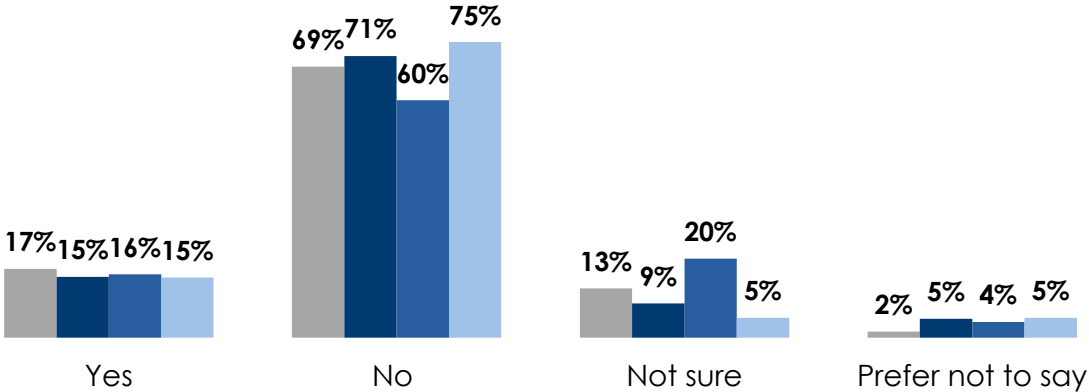
DISCRIMINATION DURING RECRUITMENT PROCESS

During the recruitment process, 15% of Saskatchewan students and new lawyers experienced discrimination and harassment.

Articling Students & New Lawyers

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

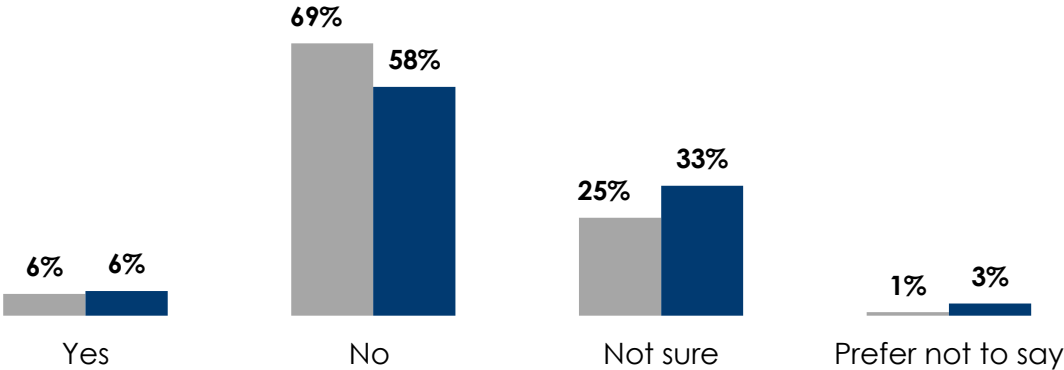
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & Mentors

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

■ Total AB/MB n=343 ■ Total SK n=64



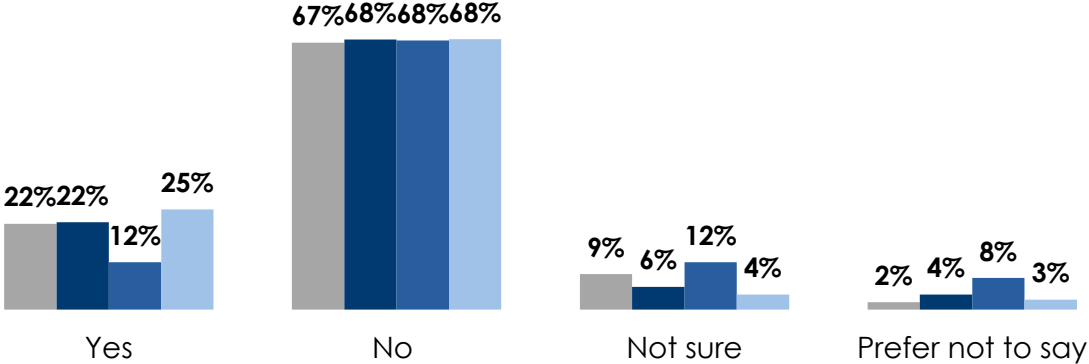
DISCRIMINATION DURING ARTICLING

During articling, almost one-quarter of Saskatchewan students and new lawyers stated they experienced discrimination.

Articling Students & New Lawyers

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, gender identity, gender expression, sex and/or sexual orientation, or other factors?

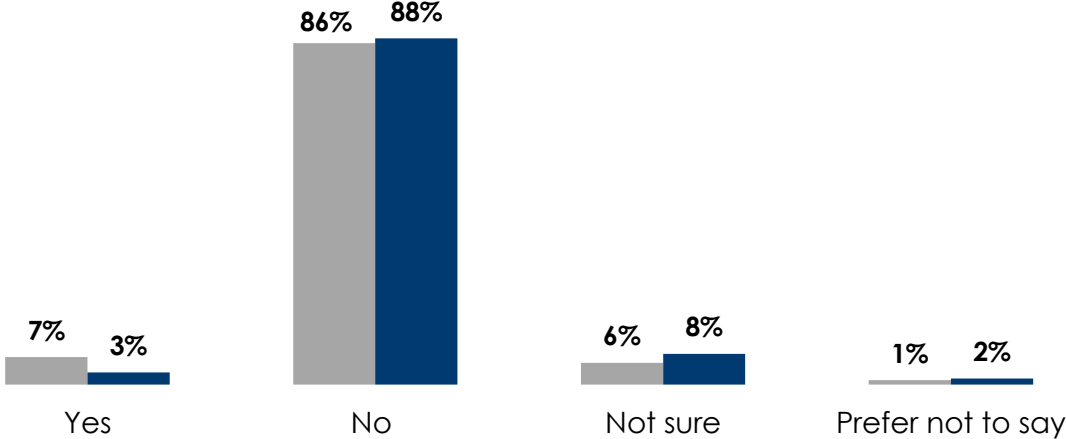
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & 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, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?

■ Total AB/MB n=343 ■ Total SK n=64

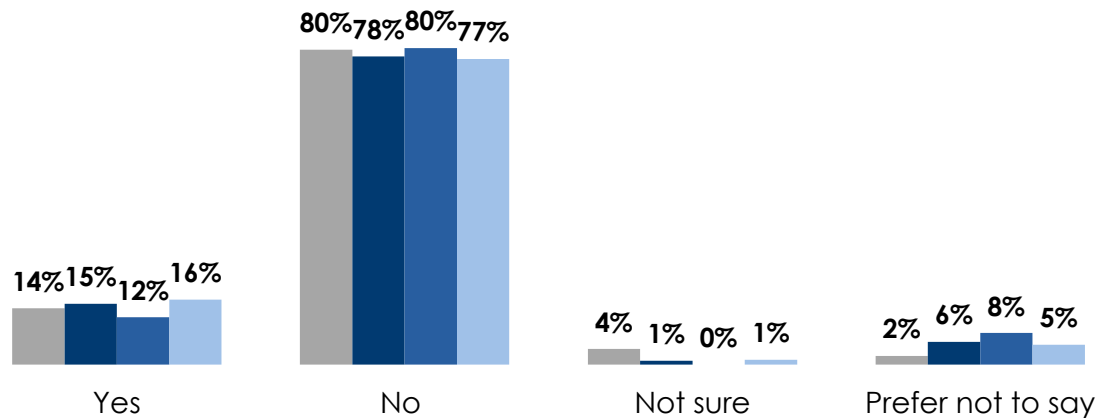


15% of students experienced harassment during their articling.

Articling Students & New Lawyers

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, gender identity, gender expression, sex and/or sexual orientation, or other factors?

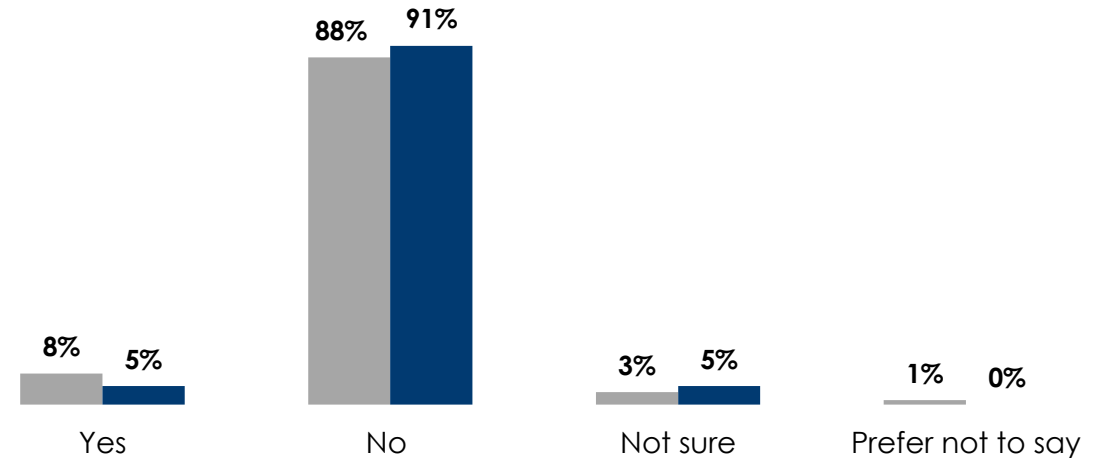
■ Total AB/MB n=632 ■ Total SK n=104 ■ Articling Student (SK) n=25 ■ New Lawyer (SK) n=79



Principals, Recruiters & 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, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?

■ Total AB/MB n=343 ■ Total SK n=64

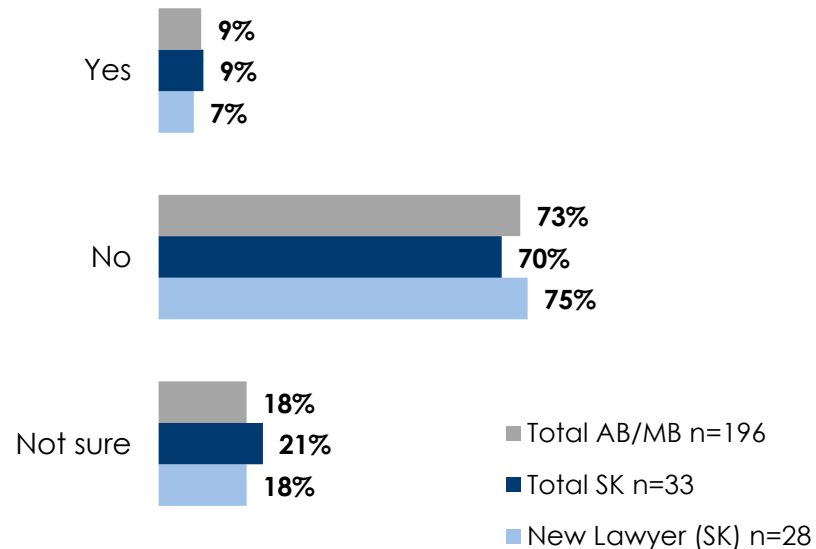


Seven in ten students do not have or do not know about the resources available to help deal with discrimination and harassment.

Articling Students & New Lawyers

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

Note: base size is too small to report for articling students n=5



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

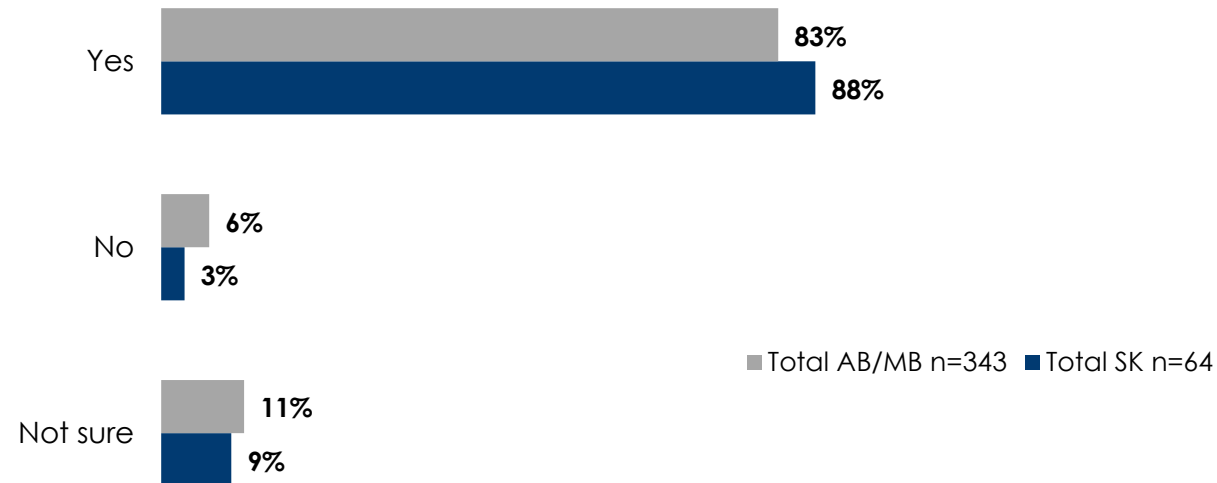
Among Saskatchewan students who experienced discrimination or harassment during the recruitment process or articling experience, n=33

- 42% Discrimination/harassment was based on gender
- 18% Discrimination/harassment was based on age
- 12% No action taken
- 6% Discrimination/harassment was based on race

The vast majority of recruiters, principals and mentors believe that there is a safe place for students to go to where they can safely address their discrimination and harassment concerns.

Principals, Recruiters & 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?



Articling Students & New Lawyers

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

Among Saskatchewan students who experienced discrimination or harassment during the recruitment process or articling experience, n=33

“There is **no way to report** anything or meaningfully fix anything because I am **worried about losing my articles or damaging my career** in any other way.”

“I experience **sexual harassment from lawyers outside of my organization** and there is nothing I can do about it. My **own organization has robust policies and practices to deal with harassment. Law Societies do not.**”

“Some vital **education is necessary** to help educate, especially the paralegals **about Canada being a multicultural country with diversity** and this education needs to be taken to homes and children are taught to accept other cultures without being judgmental whether it relates to colour, accent, race or sex.”

“The discrimination I experienced was **related to me being a young, female lawyer**. I am not sure there are resources in place to assist with that specifically. There is a Women Lawyers CPD group in which we could share these experiences.”

“My **ethical views stemming from my religious beliefs were not very well respected**. I wonder if they ultimately led to my **being let go** (allegedly for lack of work in the firm).”

“There **is bias against foreign trained lawyers**. It was disappointing to be denied the opportunity to even interview for articling positions.”

“The **formal recruitment process was very negative for me as a single mother**. I felt that once that piece of information about myself was known to some of the larger firms, questions then revolved around my ability to balance familial obligations with work obligations.”

Principals, Recruiters & Mentors

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

Among Saskatchewan principals, recruiters and mentors who had candidates/articling students report being discriminated or harassed during the recruitment process or articling experience

“We have **protocols in place and designated staff members for students and associates to approach, risk free**, if they feel they are being harassed. In the case of the student candidate complaint, the concerns were both internally and externally investigated but dismissed as the **complaint objectively appeared unfounded.**”

“**Informal conflict management that did not entirely resolve the situation. The student, after being hired as a lawyer, eventually left our organization.**”

“Handled by lawyer managers who appeared to **regard the complaint as unfounded.**”

“It related to an interview at a different law office. We **expressed shock and dismay.**”

“Attempt at **dispute resolution that didn't work**, and then **the firing of the harassing employee.**”

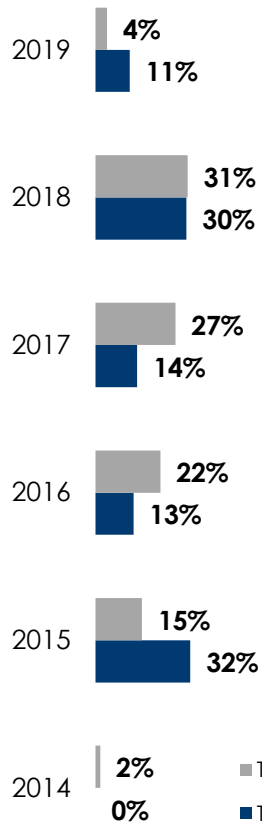
“**Education for both people.**”

DEMOGRAPHICS

Profile of Articling Students or New Lawyers.

Year called to the Bar

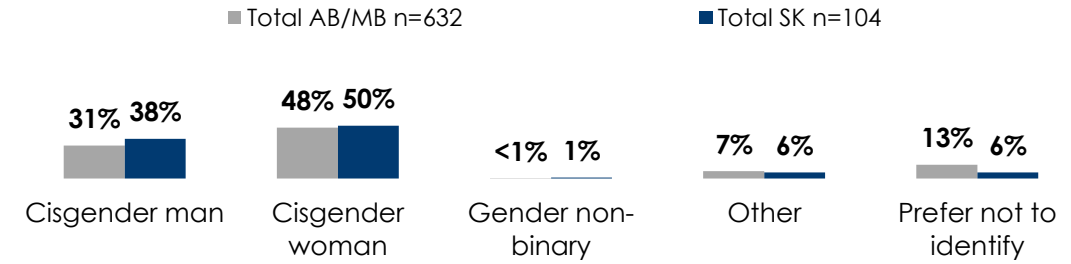
(Among those who are practising lawyers)



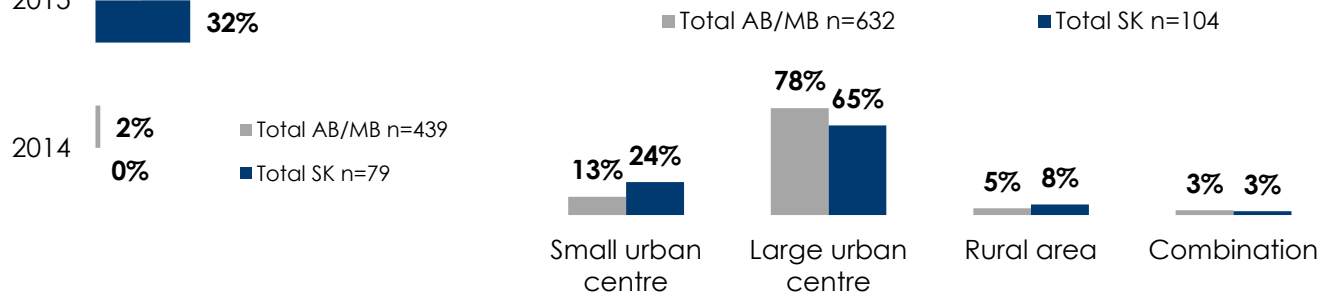
Practice Setting

	Total AB/MB (n=632)	Total SK (n=104)	Articling Students (n=25)	New Lawyers (n=79)
Sole Practitioner	12%	6%	12%	4%
Government	7%	10%	8%	10%
Corporate	2%	1%	-	1%
Academic	<1%	-	-	-
Law firm (2-10 lawyers)	33%	34%	36%	33%
Law firm (11-25 lawyers)	10%	21%	20%	22%
Law firm (26-50 lawyers)	6%	14%	16%	14%
Law firm (51+ lawyers)	21%	8%	4%	9%

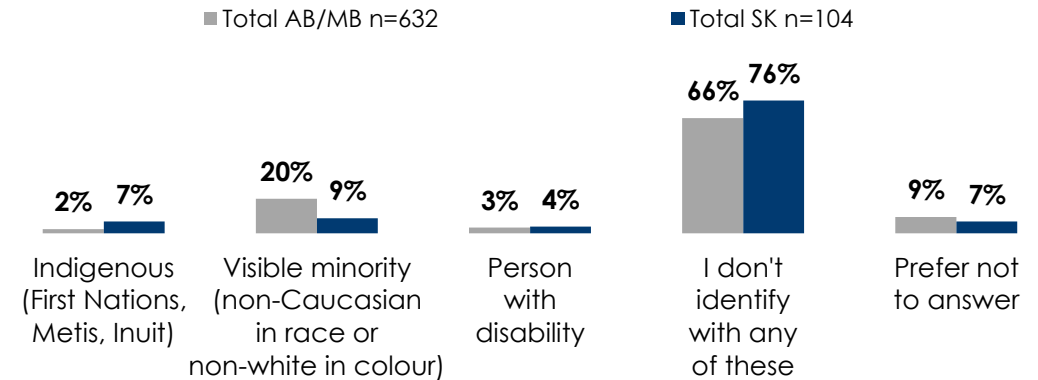
Gender



Articling Location

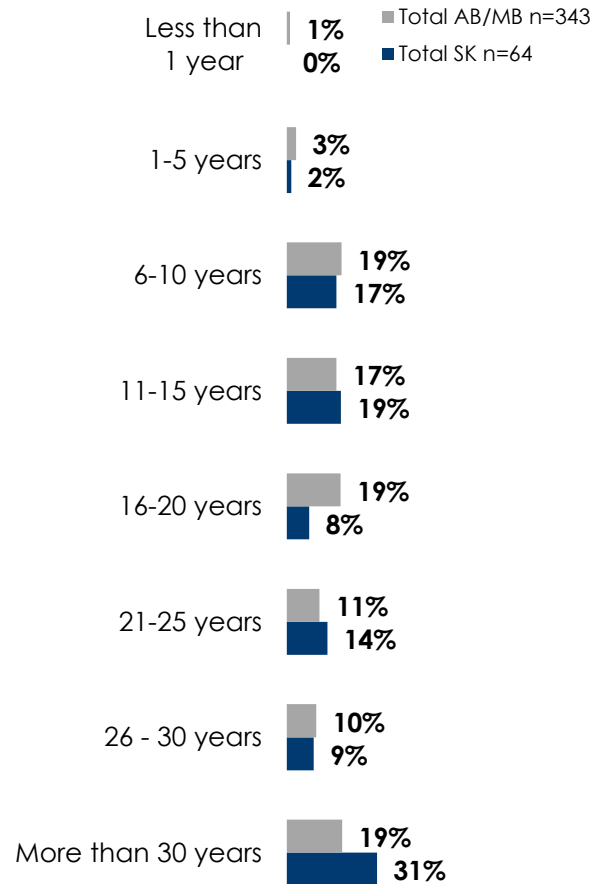


Do you self-identify with the following groups...



Profile of Principals, Recruiters & Mentors.

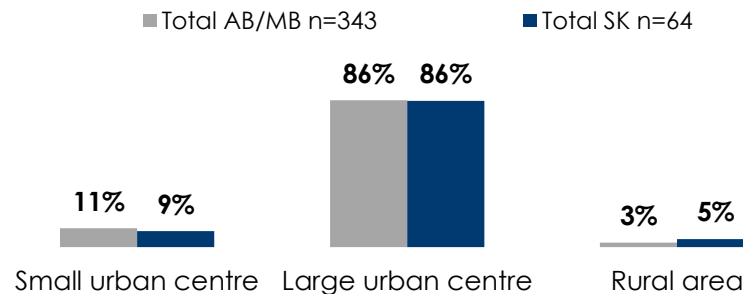
Length of Time as a Bar Member



Practice Setting

Practice Setting	Total AB/MB (n=343)	Total SK (n=64)
Sole Practitioner	10%	2%
Government	11%	28%
Corporate	3%	-
Academic	<1%	-
Law firm (2-10 lawyers)	29%	20%
Law firm (11-25 lawyers)	9%	19%
Law firm (26-50 lawyers)	8%	8%
Law firm (51+ lawyers)	26%	22%

Practice Location



Primary Area(s) of Practice*

Primary Area(s) of Practice*	Total AB/MB (n=342)	Total SK (n=64)
Civil Litigation	39%	36%
Commercial	26%	30%
Corporate	26%	27%
Real Estate Conveyancing	22%	23%
Matrimonial/Family	22%	25%
Wills and Estates	18%	23%
Criminal	13%	28%
Administrative/Boards/Tribunals	12%	20%
Employment/Labour	12%	25%
Estate Planning and Administration	11%	22%
Entrepreneurial/Business	5%	9%
Indigenous	5%	6%
Arbitration	4%	9%
Mediation	4%	11%
Bankruptcy/Insolvency/Receivership	4%	6%
Municipal Government	2%	5%
Environmental	2%	2%
Intellectual Property	1%	3%
Other	12%	17%

