



The Law Society
of Manitoba

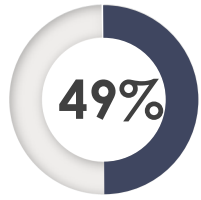
Law Society of Manitoba

Articling Program Assessment

FULL REPORT

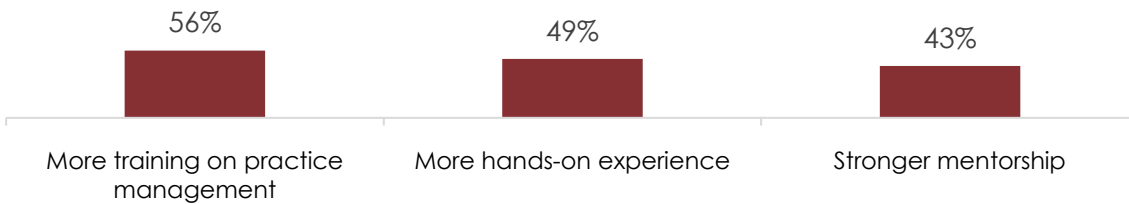
September 9, 2024

Lawyer Competence



felt very prepared / prepared for entry-level practice after completing articling

Additional Resources Needed for Better Preparedness (Top 3)



Weaker areas of training:

- practice management,
- substantive legal knowledge,
- dispute resolution

#1 positive aspect of articling (students and principals / recruiters / mentors):

- Getting / providing hands-on experience

#1 challenge for principals / recruiters / mentors:

- Lack of time to mentor articling students



AWARENESS OF RELEVANT RESOURCES

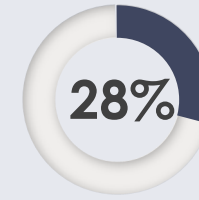
There is opportunity to improve awareness of resources available

Awareness of Relevant LSM-Specific Resources (% aware)

38%	Practice Management Advisor
31%	Practice Management Assessment Tool

KEY TAKEAWAYS

Equity, Diversity, and Inclusion



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

Discrimination / harassment experienced were based on



Gender



Identifying with equity-deserving groups



Education (in Canada vs. abroad)



of those who experienced discrimination and/or harassment reported the incident(s)



AWARENESS OF RELEVANT RESOURCES

There is opportunity to improve awareness of resources available

Awareness of Relevant LSM-Specific Resources (% aware)

44%	Complaints Resolution Department
42%	Equity Officer

Highlights

Methodology Highlights



15-MINUTE

online surveys
(May 9 – June 20, 2024)



COMPLETED BY 108

articling students and those who
completed articling but are not
practising

Response rate: 19%



COMPLETED BY 45

principals, recruiters
and non-principal mentors

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



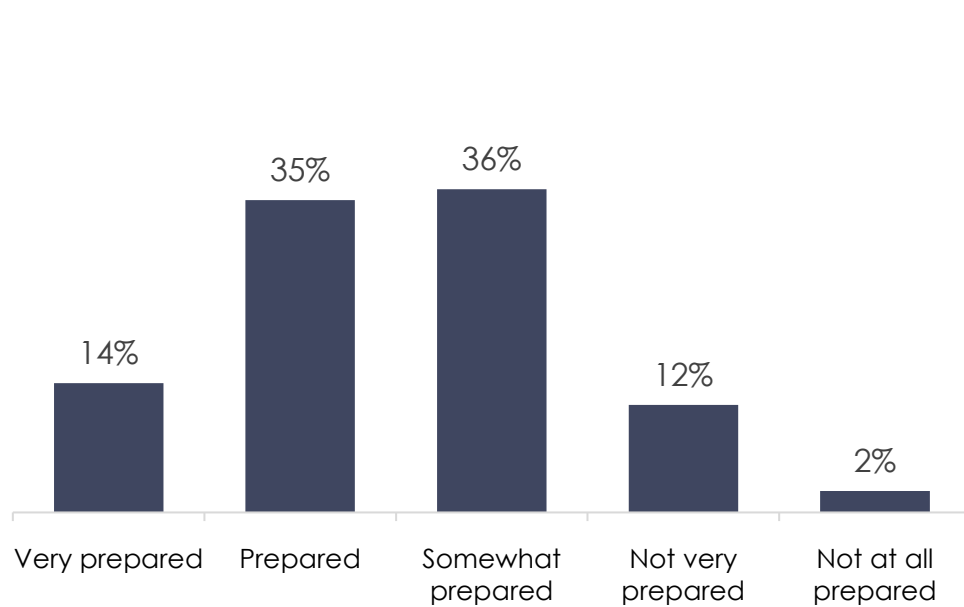
NOTE: The percentages in this report represent the distribution of responses from survey participants. As outlined in the detailed methodology, these figures may not be representative of the entire legal profession in Manitoba.

LAWYER COMPETENCE

HIGHLIGHTS: PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

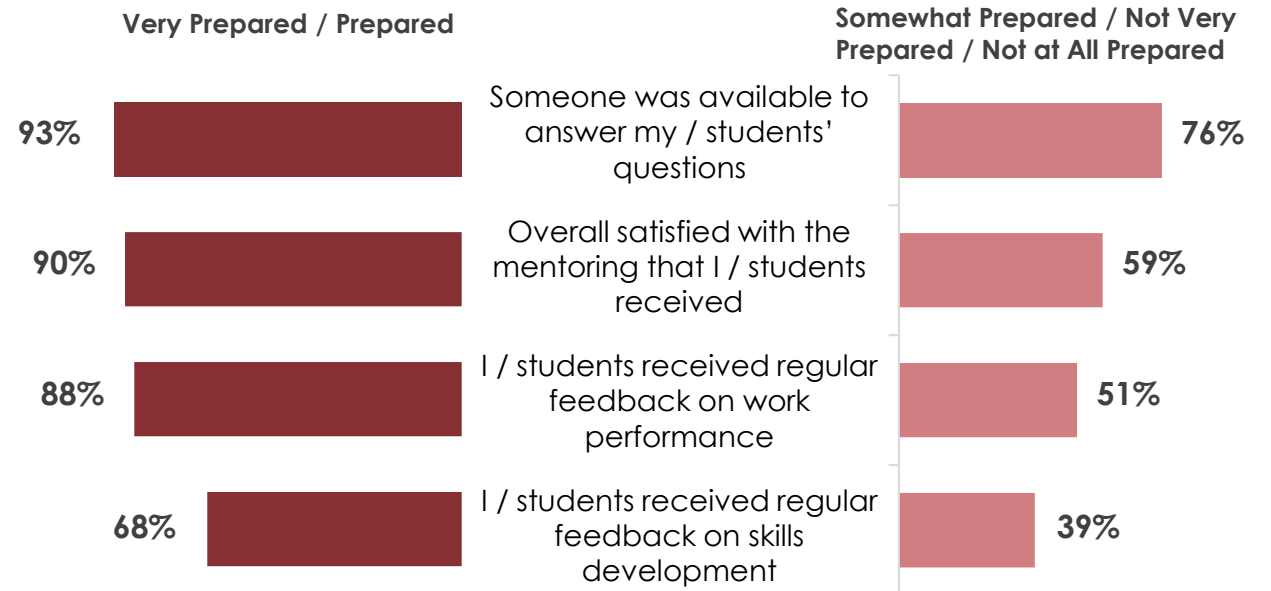
Half of the respondents who finished articling in the past 5 years felt very prepared or prepared for entry-level practice. Among those who felt prepared, a higher percentage had received good mentorship compared to those who felt less prepared.

Level of Preparedness for Entry-Level Practice



Perceptions of Mentorship Experience

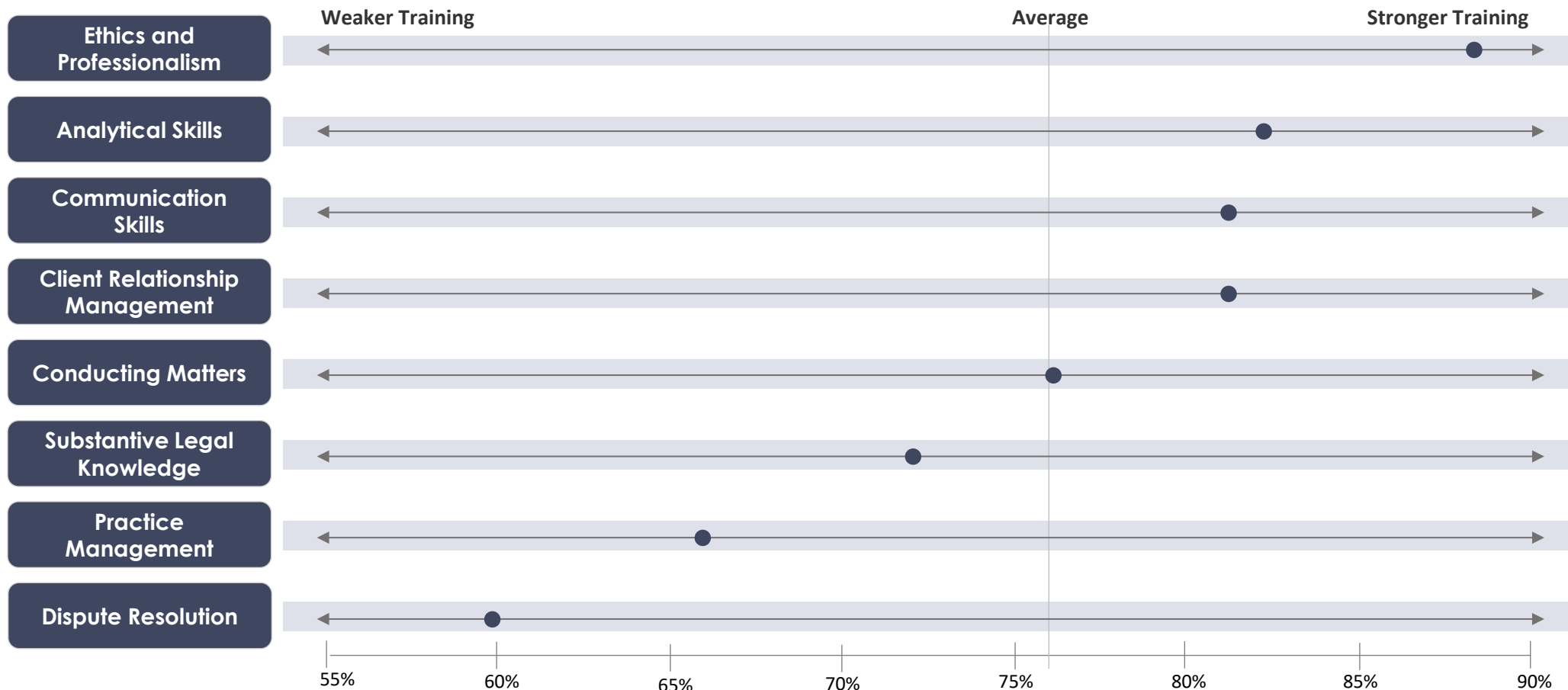
(Strongly agree / agree)



HIGHLIGHTS: PERCEIVED ADEQUACY OF TRAINING BY AREA

The quality of training in dispute resolution, practice management, client relationship management is perceived to be lower compared to other areas.

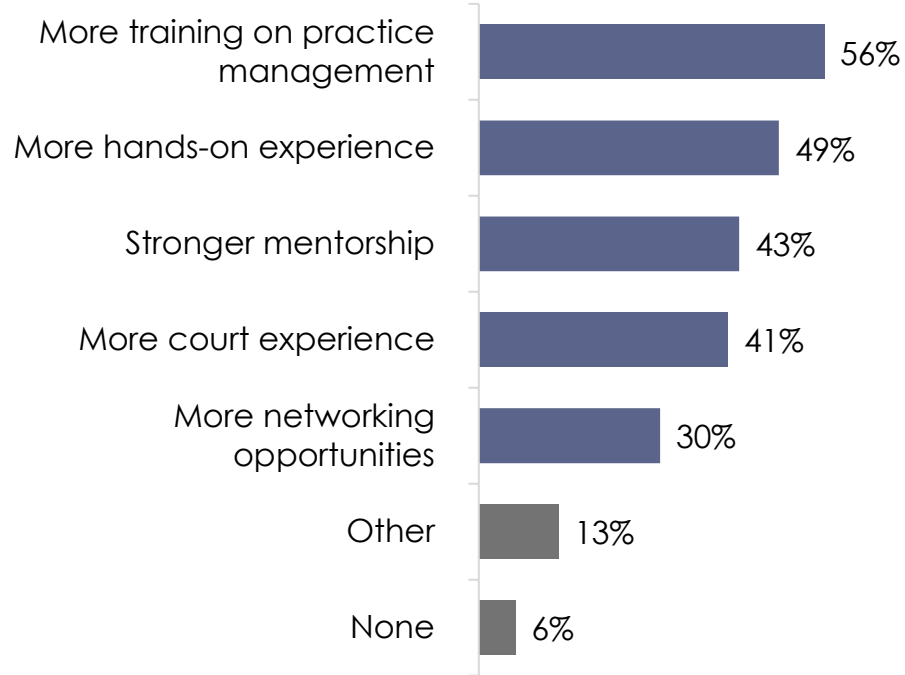
Agreement that Adequate Training was Received in the Areas Listed
(Strongly agree + Agree)



HIGHLIGHTS: TOOLS AND RESOURCES TO BETTER PREPARE FOR ENTRY-LEVEL PRACTICE

More training in practice management was identified by over half as the additional resource needed. Increasing awareness of relevant resources, especially the Practice Management Advisor and Practice Management Assessment Tool, could help address this need.

Tools and Resources Needed to Better Prepare for Entry Level Practice



Awareness of Resources / Supports Available through the Law Society

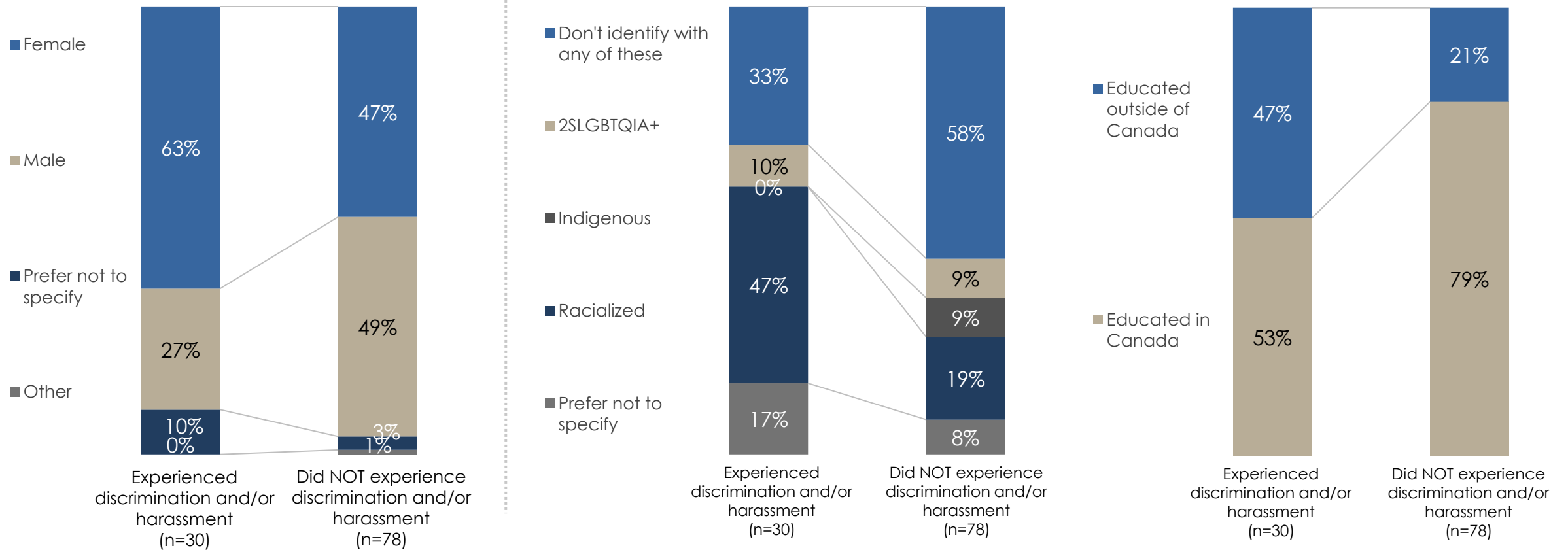


EQUITY, DIVERSITY, AND INCLUSION

HIGHLIGHTS: PROFILE OF THOSE WHO EXPERIENCED DISCRIMINATION AND / OR HARASSMENT

Among those who experienced discrimination and/or harassment, a higher proportion are women, racialized individuals, and individuals educated outside of Canada, compared to those who did not face these issues.

Profile of Those who Experienced of Discrimination and/or Harassment vs. Those who did NOT



HIGHLIGHTS: EXPERIENCES OF DISCRIMINATION / HARASSMENT

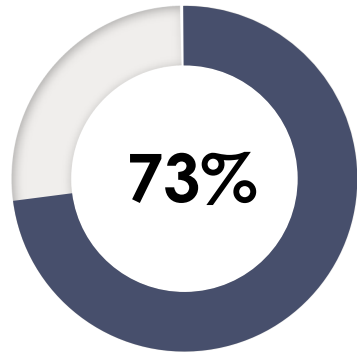
Half of respondents educated abroad received no compensation or job offers. Compared to their peers educated in Canada, they were more likely to article with Sole Practitioners and small firms. Among equity-deserving groups, a higher proportion were unpaid and not offered a job, despite working longer hours than those not identifying with equity-deserving groups.

Articling Experience Summary by Subgroup

	Female	Male	Equity-Deserving Group	NOT an Equity-Deserving Group	Educated outside of Canada	Educated in Canada
n=	56	46	42	55	30	78
Experienced discrimination and / or harassment	34%	17%	36%	18%	47%	21%
Compensation (Average annual salary)	\$40,659	\$42,048	\$40,971	\$41,016	\$38,365	\$41,545
Did not receive any compensation	14%	9%	19%	5%	47%	0%
Workload (Average hours)	48 hrs / week	49 hrs / week	50 hrs / week	47 hrs / week	45 hrs / week	49 hrs / week
Were offered a position where articling was done	70%	73%	60%	82%	52%	74%
Practice Setting						
Sole Practitioner	13%	11%	14%	7%	30%	4%
Law firm (2-10 lawyers)	34%	39%	26%	44%	43%	36%
Law firm (11-25 lawyers)	7%	9%	5%	7%	3%	9%
Law firm (26-50 lawyers)	5%	2%	5%	4%	0%	5%
Law firm (51+ lawyers)	16%	13%	19%	13%	3%	19%

HIGHLIGHTS: AVAILABILITY AND AWARENESS OF RESOURCES

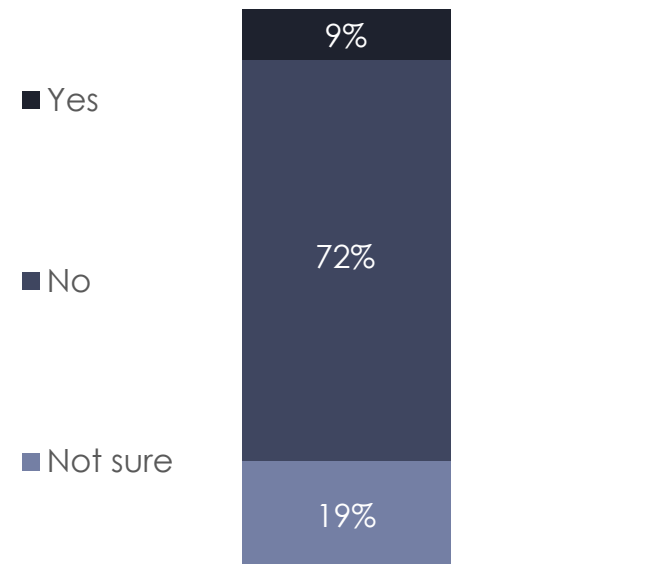
Most instances of discrimination and/or harassment went unreported. Only 1 in 10 felt that resources were accessible, and less than half were aware of the Complaints Resolution Department and the Equity Officer. This highlights the need to raise awareness of these resources.



of those who experienced discrimination and/or harassment did NOT report the incident(s) to any body

(i.e., the firm, the LSM, Provincial Human Rights Commission, or another administrative body)

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



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



*Excluding 'N/A – didn't exist when I articulated'

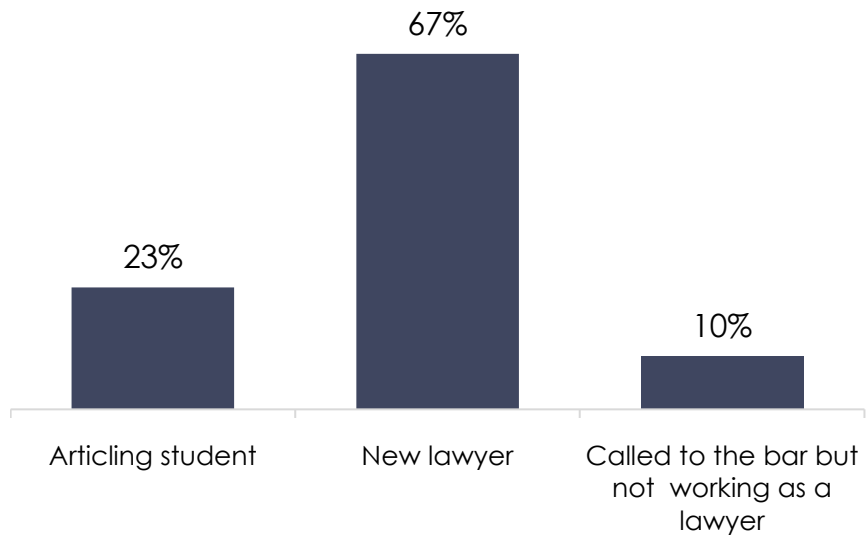
Detailed Findings

WHO COMPLETED THE SURVEY

A large portion of the respondents were new lawyers who completed their articling within the past five years, as well as principals.

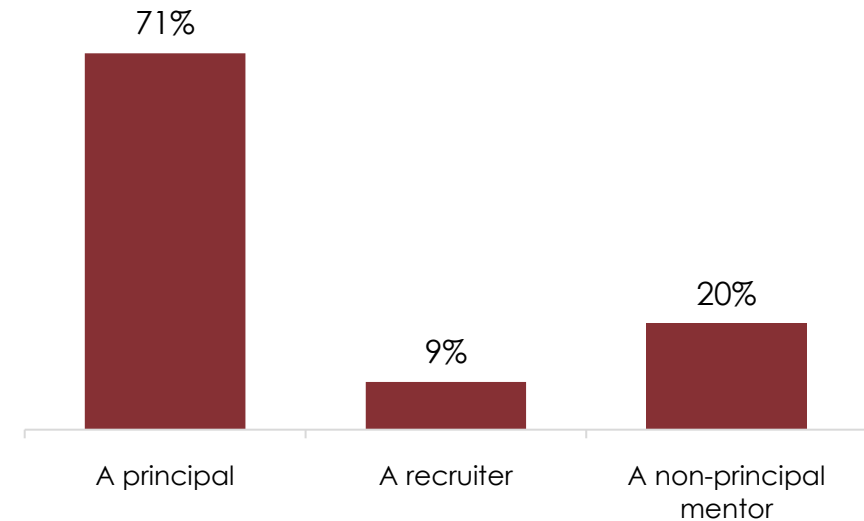
Articling Students and Those who Completed Articling in the Past 5 Years

*How would you best characterize yourself in the profession?
(n=108)*



Principals, Recruiters, and Non-Principal Mentors

*In the last five years, have you been involved in any of the following roles with articling students?
(n=45)*

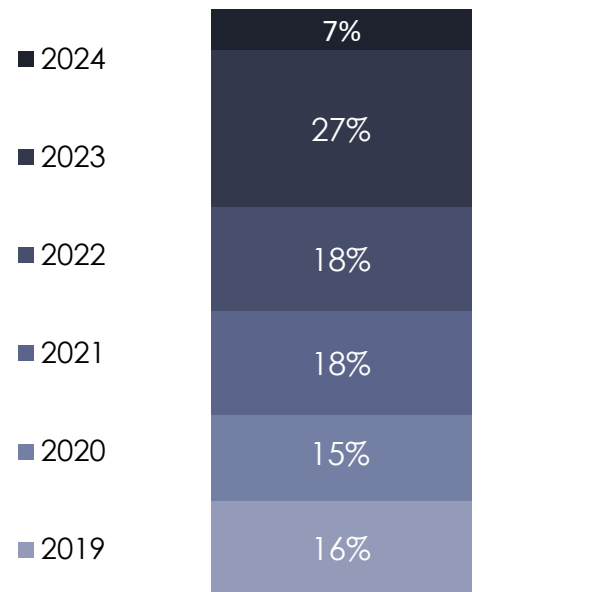


YEAR OF ARTICLING / YEARS OF INVOLVEMENT

Half of student respondents began their articling in 2022 or later. Over half of principals, recruiters and mentors surveyed have been working with articling students for over five years.

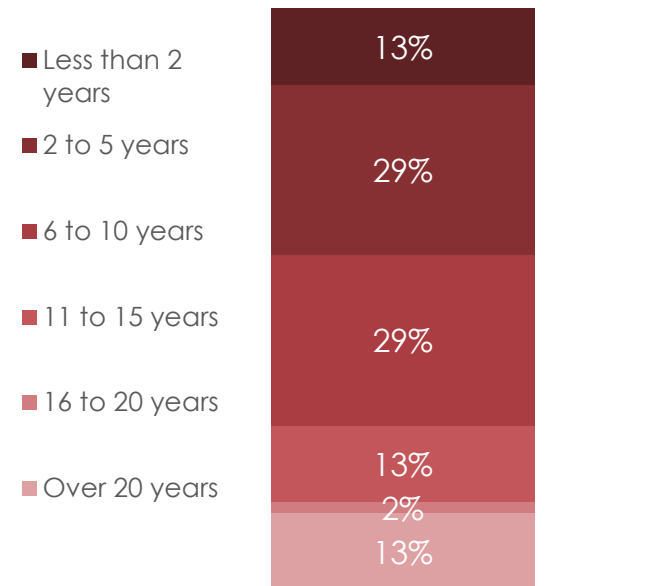
Articling Students and Those who Completed Articling in the Past 5 Years

In which year did you start articling?
(n=108)

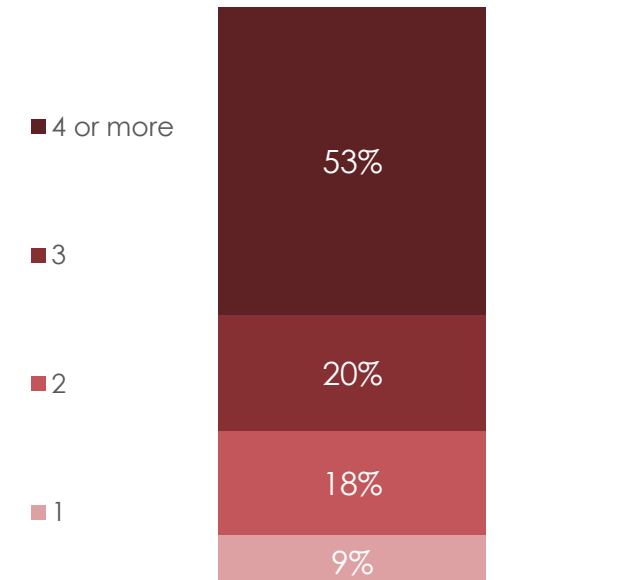


Principals, Recruiters, and Non-Principal Mentors

How many years have you been recruiting, mentoring and/or supervising articling students?
(n=45)



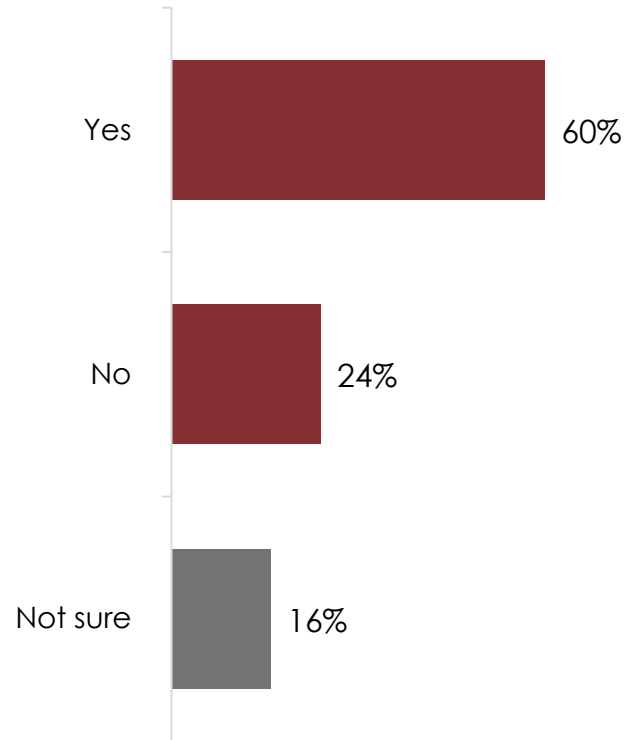
In the last five years, how many articling students have you recruited/mentored/supervised at your firm/organization?
(n=45)



Over half of respondents indicated that their firm hired internationally trained lawyers.

Principals, Recruiters, and Non-Principal Mentors

Has your firm/organization hired internationally trained students for articling positions? (n=45)



Reasons for NOT Hiring Internationally Trained Students

What are the reasons for not hiring internationally trained students for articling positions? (n=11)

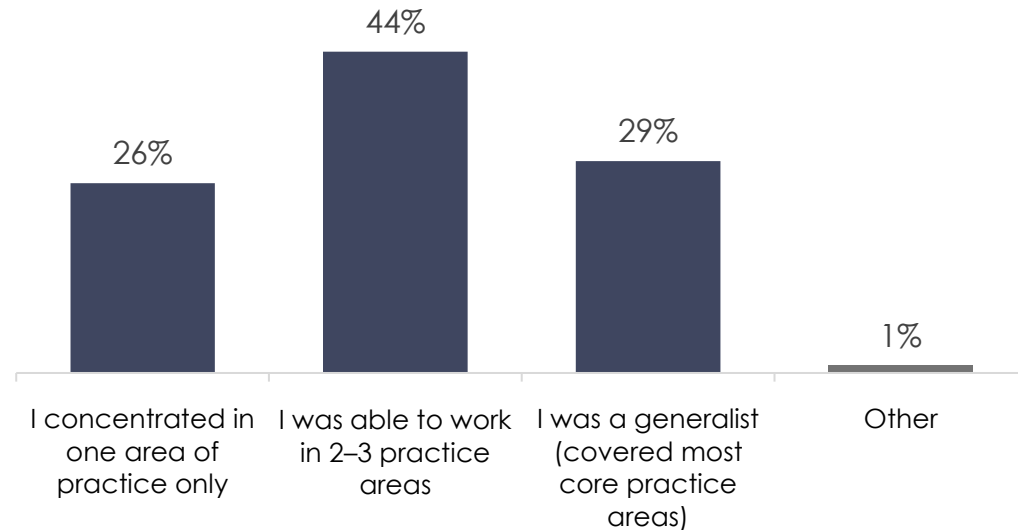
- Lack of applications from internationally trained students
- Concerns about client management skills of internationally trained students
- Timing issues with receiving applications after hiring for the year
- Difficulty in assessing the quality of law school attended by applicants
- Suspected underlying racism in the selection process
- Other candidates perceived as more qualified

EXPOSURE TO DIFFERENT PRACTICE AREAS

7-in-10 articling students and those who completed articling in the past 5 years were exposed to 1-3 practice areas while articling.

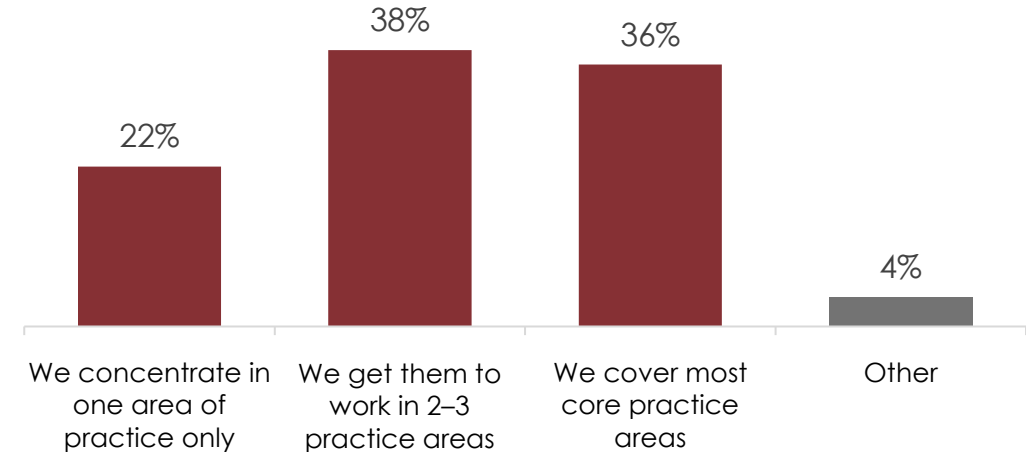
Articling Students and Those who Completed Articling in the Past 5 Years

What type of exposure did you have to different practice areas during your articling?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

What type of exposure does/did your firm/organization provide to articling student(s) in different practice areas?
(n=45)

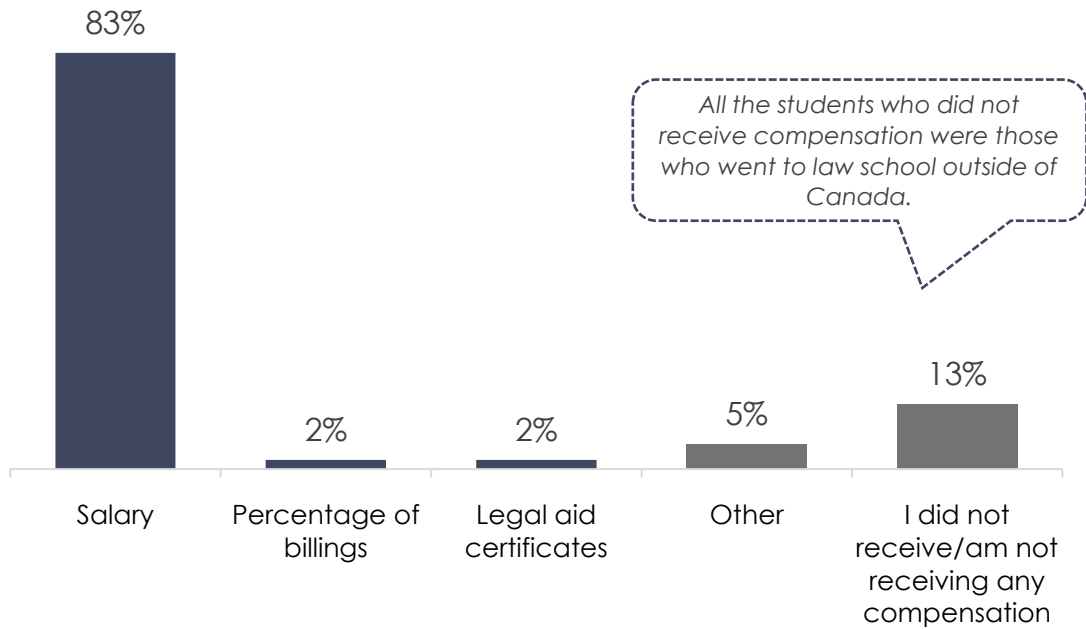


TYPE OF COMPENSATION

The majority of students received a salary while articling.

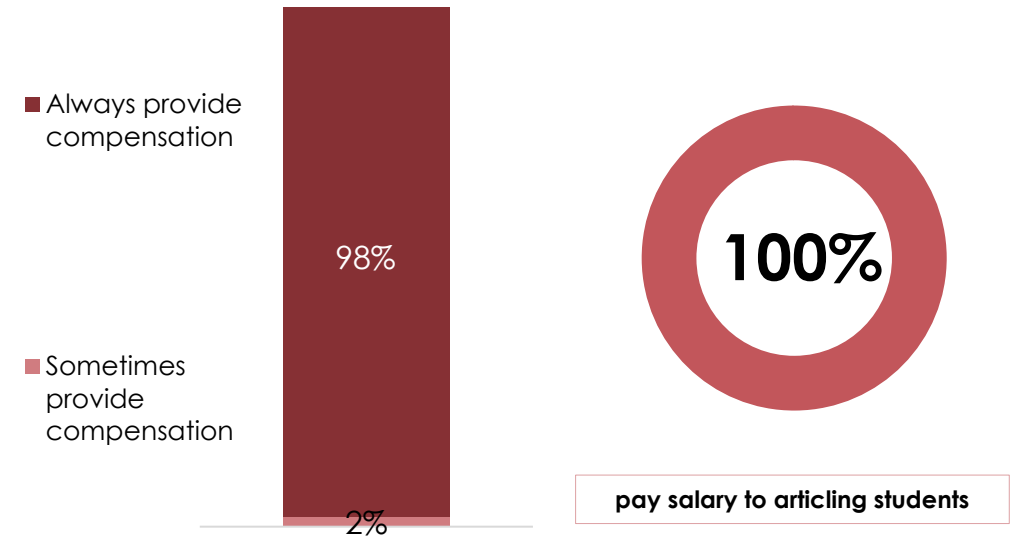
Articling Students and Those who Completed Articling in the Past 5 Years

What type of compensation are you receiving/did you receive during your articling experience?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Does your firm/organization offer compensation to articling students? / What type of compensation does your firm/organization typically provide to articling students? / (n=45)



ANNUAL COMPENSATION

2-in-5 students were paid under \$40,000.

Articling Students and Those who Completed Articling in the Past 5 Years

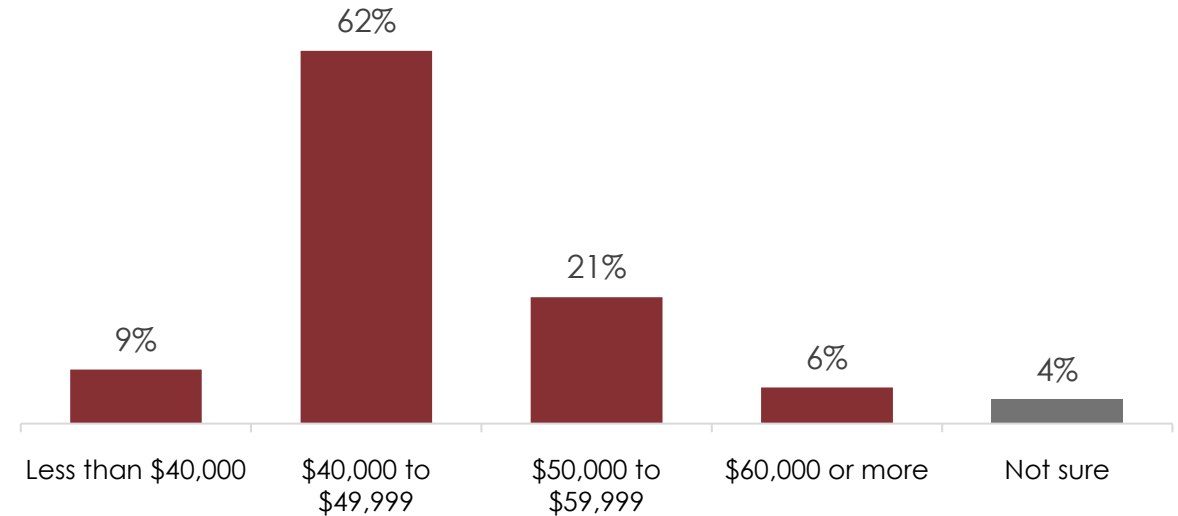
What is/was your annual compensation during your articling?
(n=93)

Average Annual Compensation: \$40,999



Principals, Recruiters, and Non-Principal Mentors

In general, what is the compensation range offered to articling students at your firm/organization?
(n=43)



NUMBER OF HOURS WORKED BY ARTICLING STUDENTS

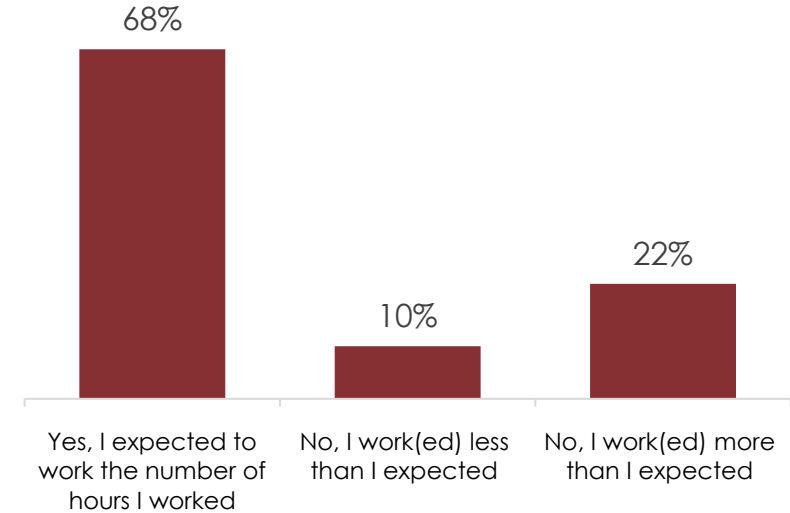
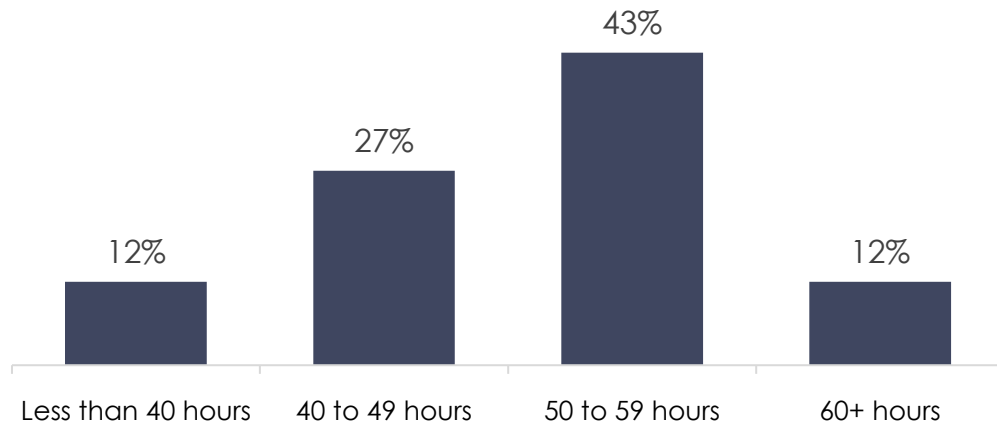
Over half reported working 50+ hours per week.

Articling Students and Those who Completed Articling in the Past 5 Years

On average, approximately how many hours per week do/did you work during your articling?
(n=104)

Do/did the number of hours you work(ed) during articling fit with your expectations?
(n=108)

Average Number of Hours Per Week: 48 hours



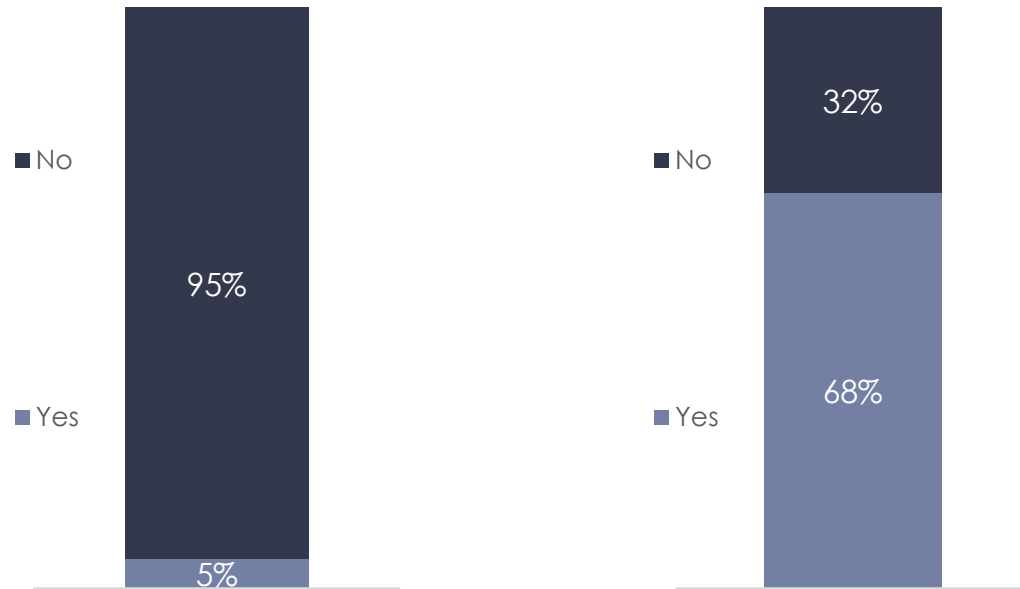
TIME TO COMPLETE BAR ADMISSION PROGRAM REQUIREMENTS DURING BUSINESS HOURS

Most of those who did not take accelerated PREP were given time during business hours to fulfill their bar admission course requirements.

Articling Students and Those who Completed Articling in the Past 5 Years

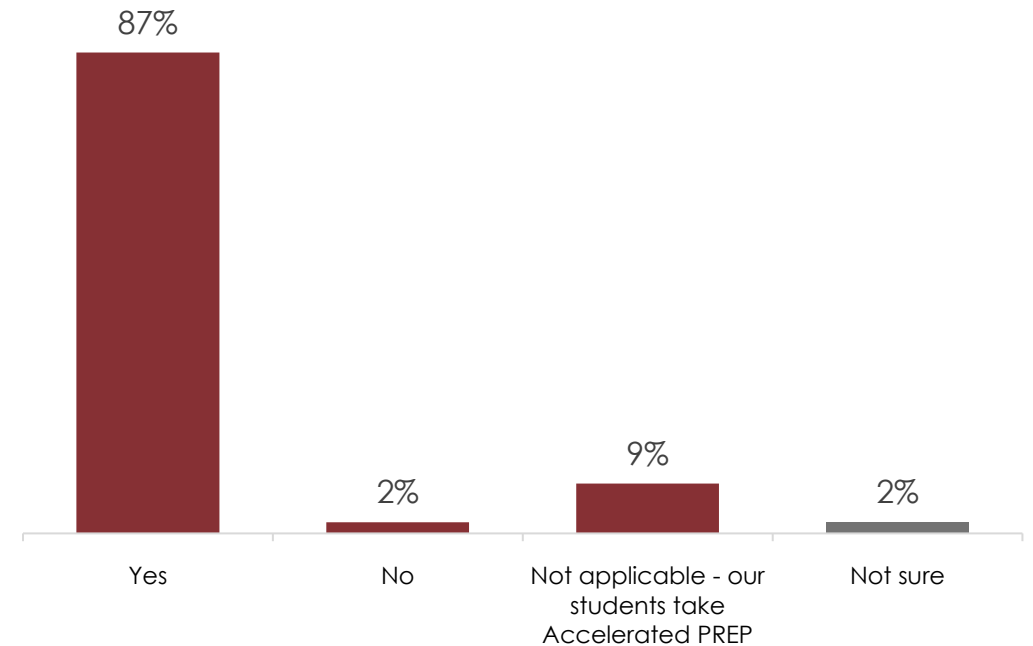
Did you take Accelerated PREP?
(n=75)

Are you/were you given time to complete your bar admission program requirements during business hours at the firm/organization where you are/were articling?
(n=104)



Principals, Recruiters, and Non-Principal Mentors

Do articling students at your firm/organization typically get time during business hours to complete their bar admission program requirements?
(n=45)

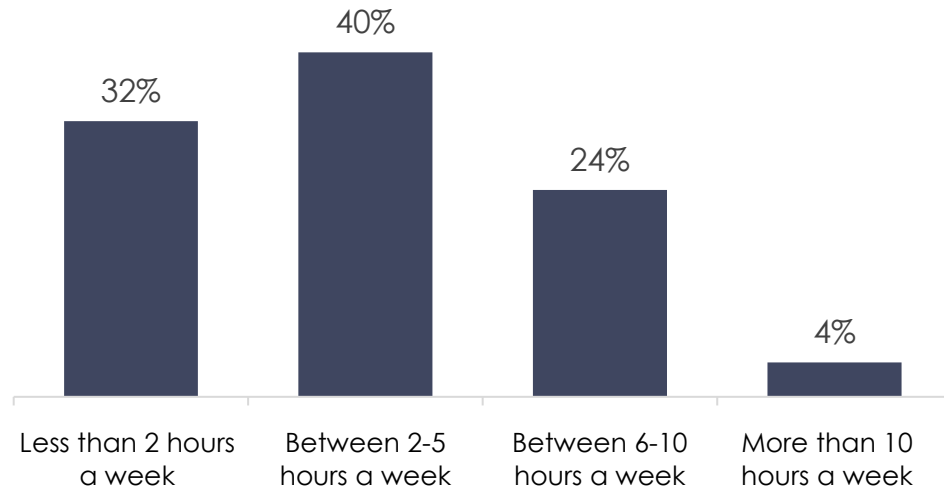


HOURS PER WEEK GIVEN TO COMPLETE BAR ADMISSION COURSE REQUIREMENTS DURING BUSINESS HOURS

Students were most commonly allotted up to 5 hours per week to complete their bar admission course requirements.

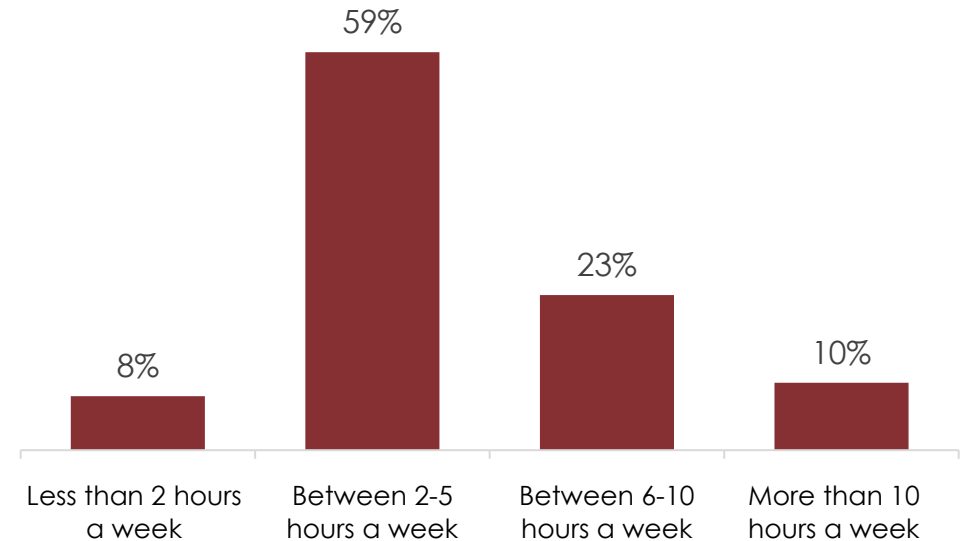
Articling Students and Those who Completed Articling in the Past 5 Years

On average, how many hours per week are you/were you given to complete your bar admission program requirements?
(n=72)



Principals, Recruiters, and Non-Principal Mentors

To the best of your knowledge, on average how many hours per week are articling students given to complete their bar admission program requirements?
(n=39)

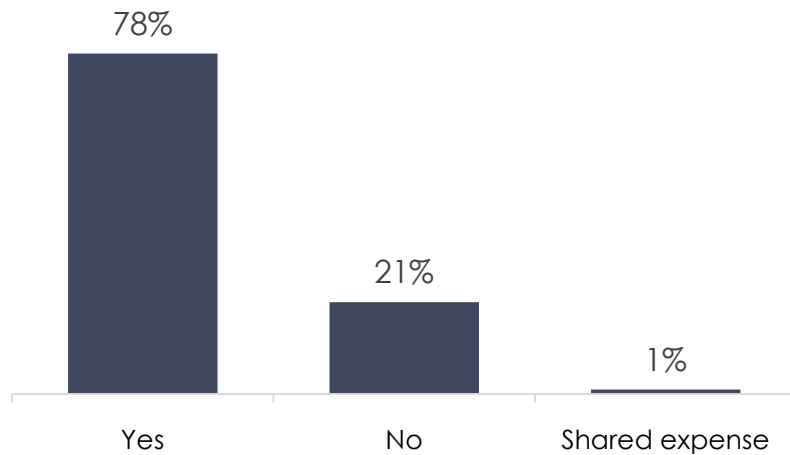


WHO PAID BAR ADMISSION COURSE TUITION

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

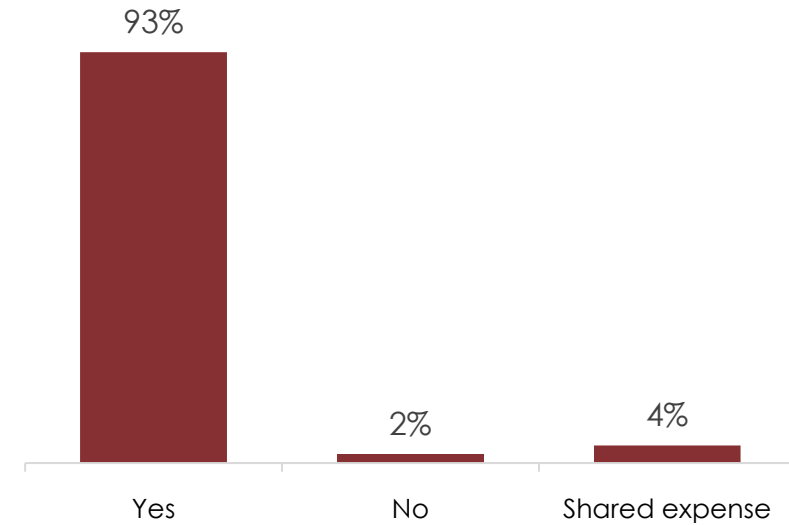
Articling Students and Those who Completed Articling in the Past 5 Years

Did/is your firm/organization pay(ing) your bar admission program tuition?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

To the best of your knowledge, does your firm/organization pay for articling students' bar admission program tuition?
(n=45)

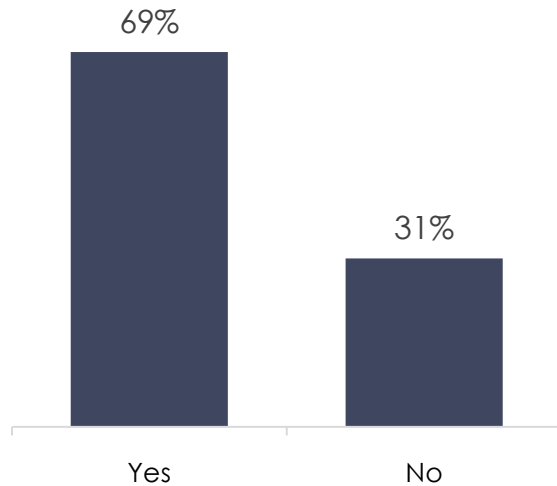


OFFER OF A POSITION AT A FIRM WHERE ARTICLING WAS COMPLETED

Two-thirds reported being offered a position where they completed articling.

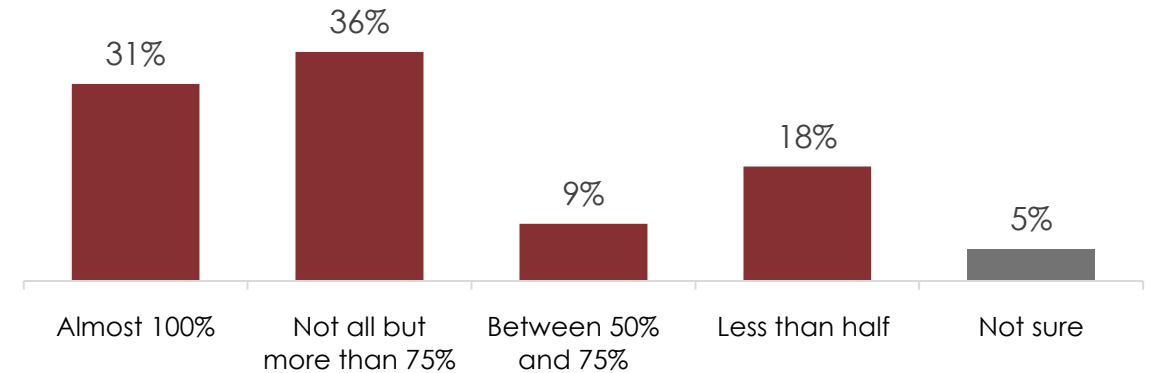
Articling Students and Those who Completed Articling in the Past 5 Years

Were you offered a position at the firm/organization where you completed your articling?
(n=83)



Principals, Recruiters, and Non-Principal Mentors

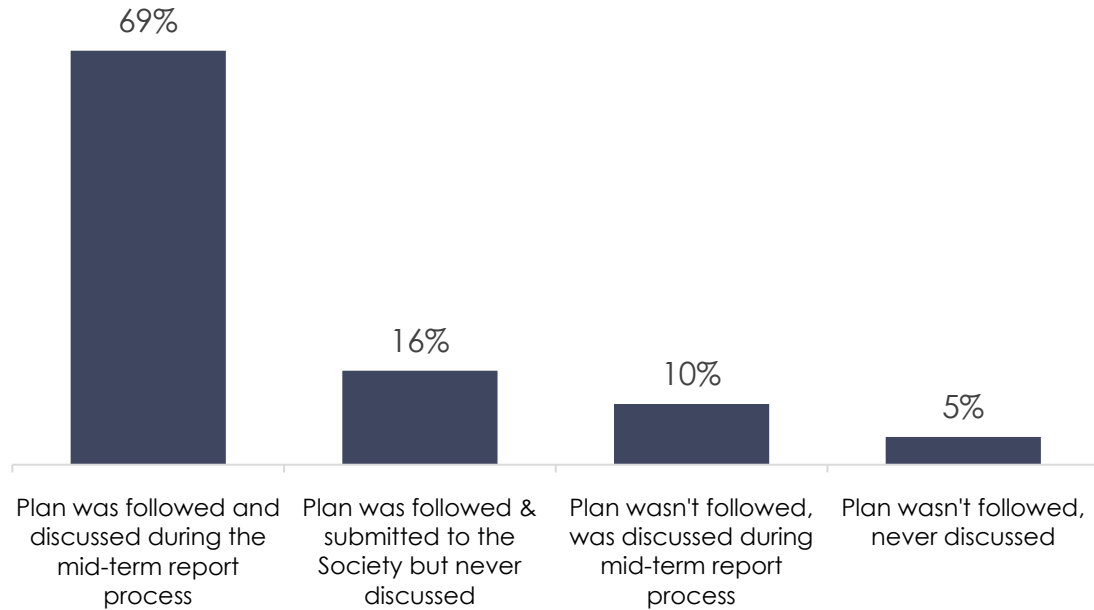
In the last five years, what proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?
(n=45)



Most students indicated that they followed an education plan and discussed it during the mid-term report process.

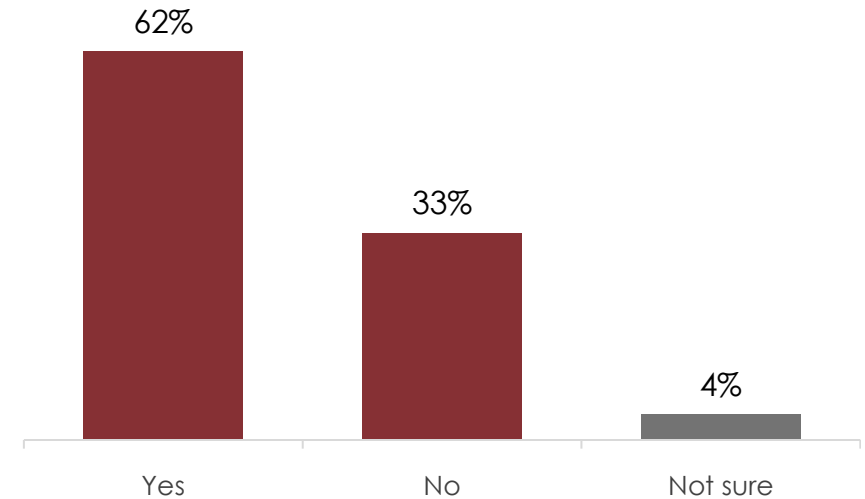
Articling Students and Those who Completed Articling in the Past 5 Years

Outside of the formal requirements set out by your Law Society, do/did you have a plan that guided your learning during your articles?
(n=108)



Principals, Recruiters & Non-Principal Mentors

Outside of the formal requirements set out by your Law Society, do you / principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?
(selected 'Yes', n=45)



REASONS FOR NOT USING A LEARNING PLAN

The primary reasons for bypassing a learning plan are a preference for flexibility and a lack of predictability.

Principals, Recruiters & Non-Principal Mentors

*Please explain why you don't use a plan to guide students' learning during articles.
(based on verbatim analysis, n=19)*

Prefer flexibility / customized approach

"Our articling program is tailored to each individual student's interests and identified practice groups or individuals with whom they identify as being interested in after initial exposure to a broad variety of practice areas and practice groups. Based on the student's interests, the principal will guide their education and experience accordingly."

"Flexibility to adjust to what student is interested in where strengths lie, and what cases are open/accessible. Also, my organization is too disorganized."

Lack of predictability

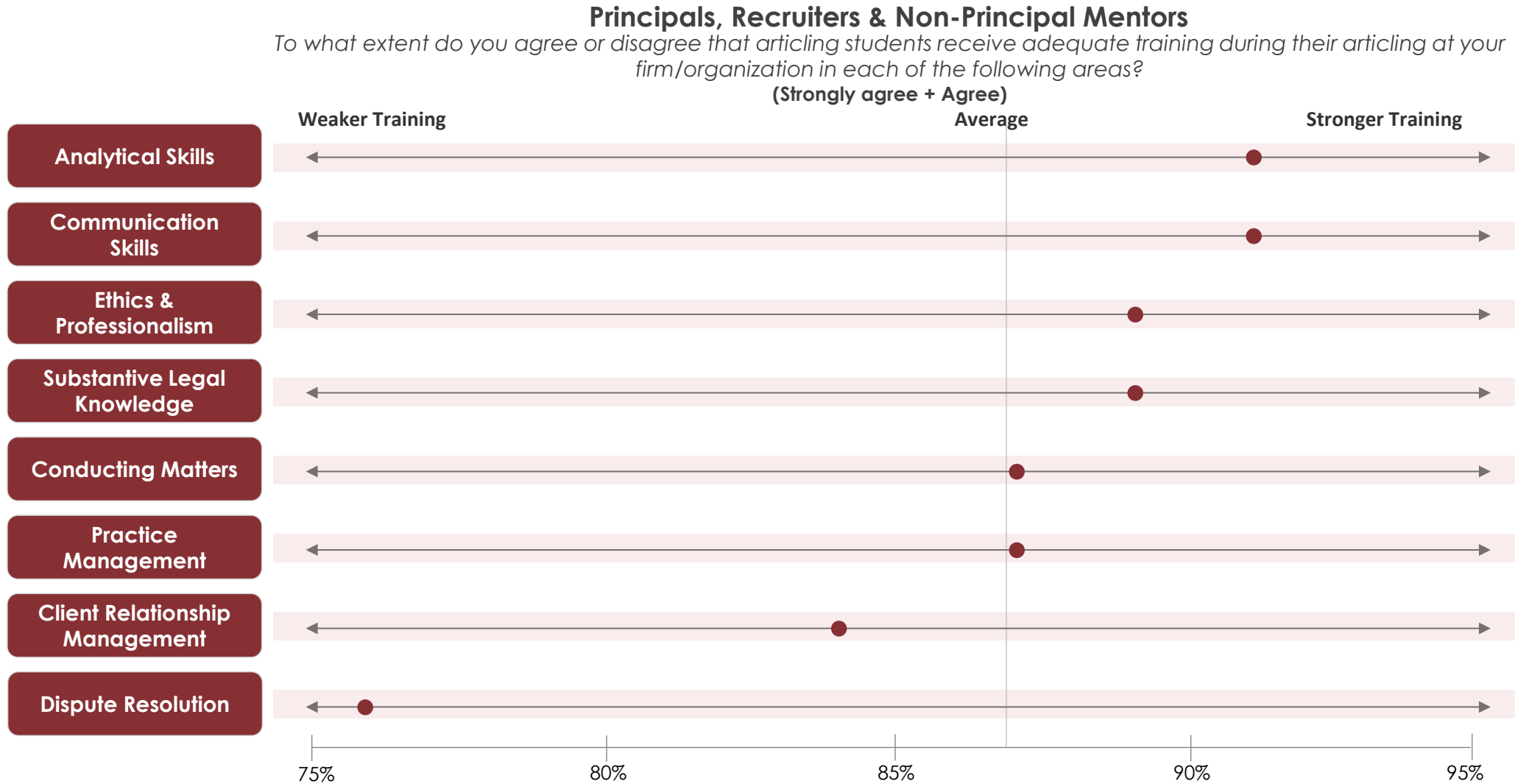
"We use the law society plan, however they do the work that walks in the door, they can only be exposed to the type of files that I have."

Use the guidelines provided by the Law Society

*"We use the plan that we set out with the Law society."
"The Law Society has a formal plan requirement so that is used to guide students' learning during articles."*

PERCEPTIONS OF AREAS OF TRAINING

Principals, recruiters, and mentors perceive client relationship management and dispute resolution as weaker training areas compared to other areas.



WHO WERE THE PRIMARY MENTORS

Although in most cases the principal serves as the primary mentor, it is also common for another lawyer at the firm to take on this role.

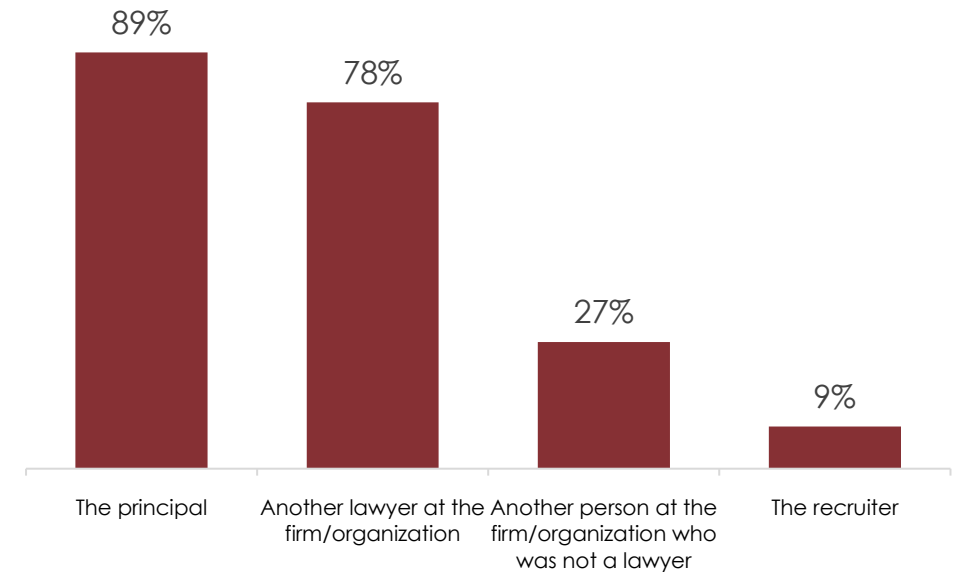
Articling Students and Those who Completed Articling in the Past 5 Years

Now, think about your experience with your principal and other lawyers in the firm/organization. Who are/were your primary mentor(s) during your article(s)?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Now, think about the mentorship that articling students receive at your firm/organization. Who is/are typically mentor(s)?
(n=45)

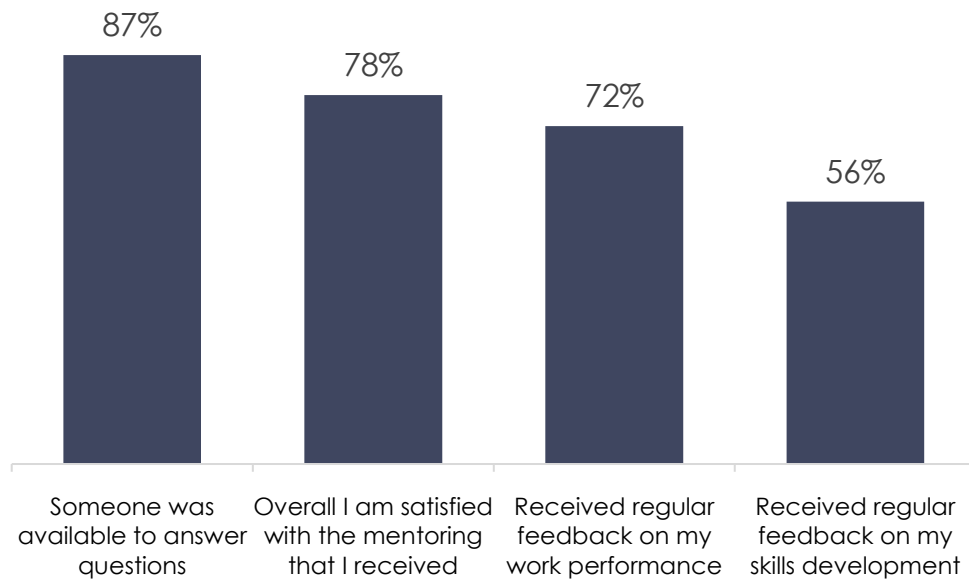


AGREEMENT WITH STATEMENTS ABOUT THE MENTORSHIP ARTICLING STUDENTS RECEIVE

Fewer students believed they were regularly receiving feedback on work performance and skills development, indicating room for improvement.

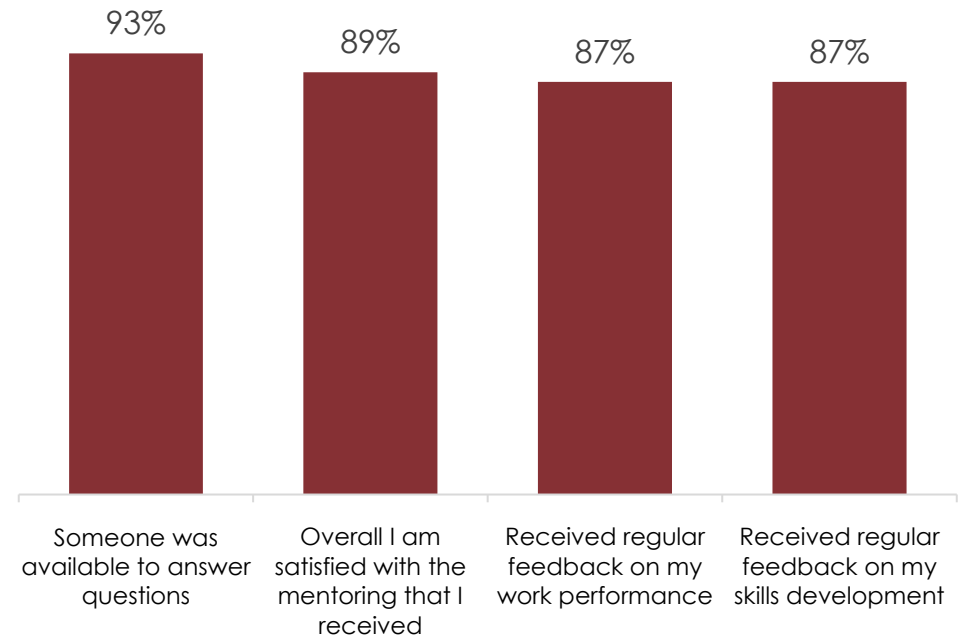
Articling Students and Those who Completed Articling in the Past 5 Years

To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling? (n=108)
(Strongly agree + Agree)



Principals, Recruiters, and Non-Principal Mentors

To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization? (n=45)
(Strongly agree + Agree)

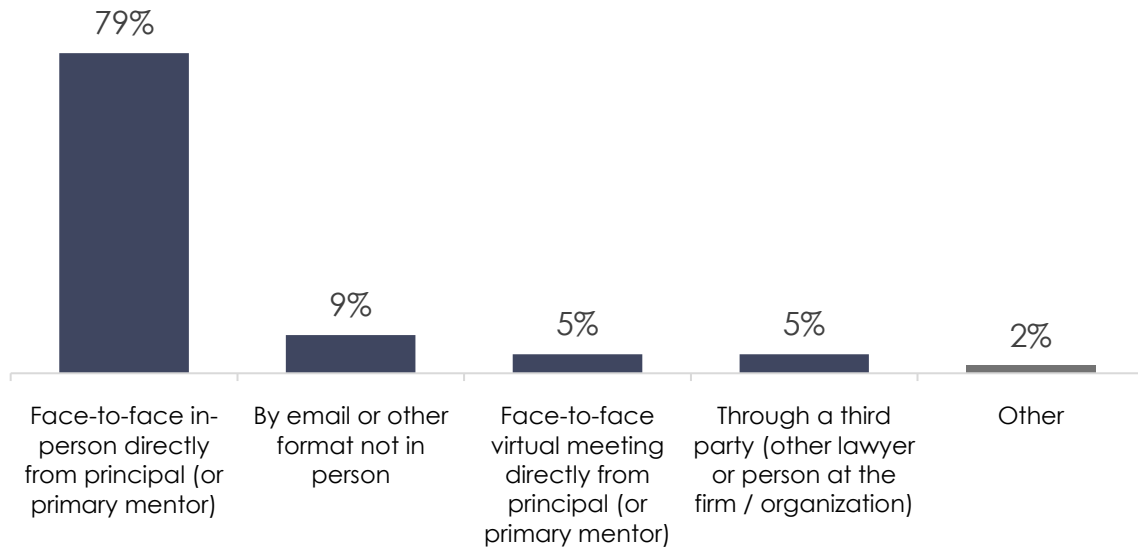


HOW IS MENTORSHIP FEEDBACK PROVIDED

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

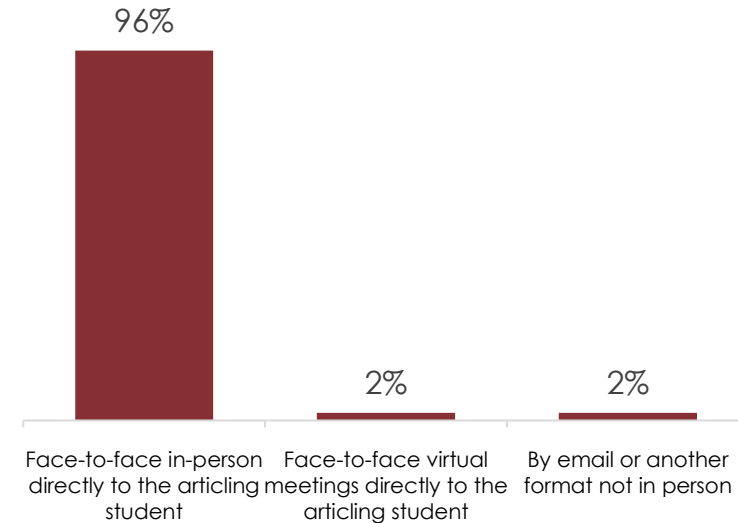
Articling Students and Those who Completed Articling in the Past 5 Years

What is the primary method that you receive/received mentorship/feedback during your articling?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

How do/did you provide mentorship/feedback?
(n=45)

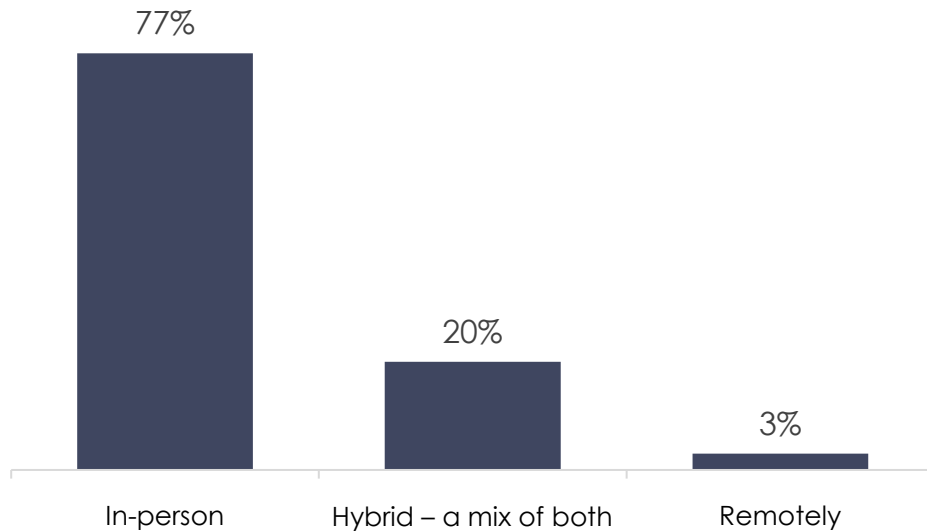


MODE OF ARTICLING

The vast majority of respondents reported completing their articling in-person.

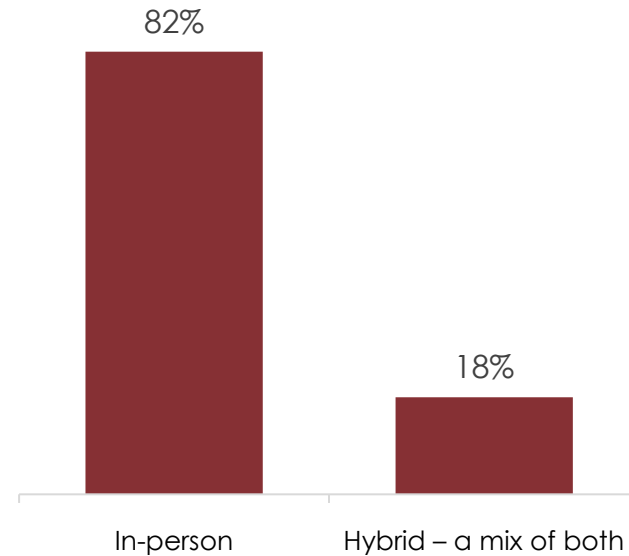
Articling Students and Those who Completed Articling in the Past 5 Years

Are you doing / did you complete your articling in-person or remotely?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

For the most part, do your articling students complete their articling in-person or remotely?
(n=45)

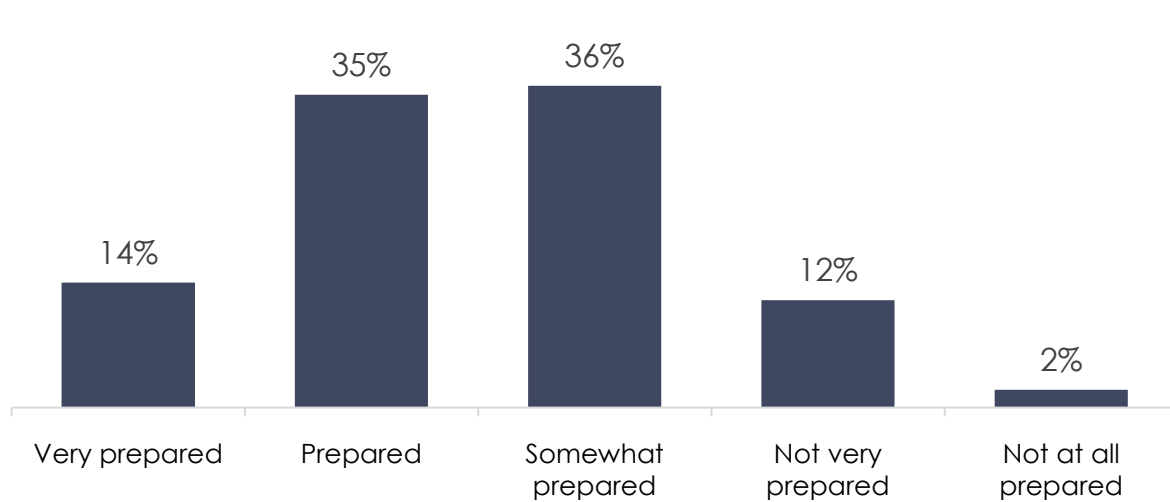


LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

Half of respondents who completed articling in the past 5 years felt very prepared or prepared for entry-level practice.

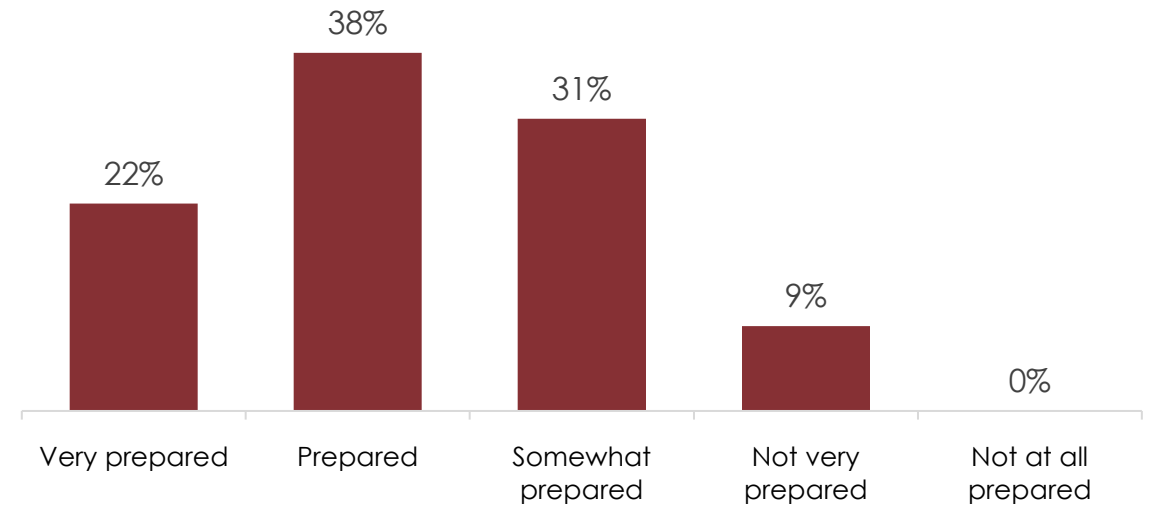
Articling Students and Those who Completed Articling in the Past 5 Years

How prepared were you to enter the practice of law once you completed your articling?
(n=83)



Principals, Recruiters, and Non-Principal Mentors

In your experience, how prepared is an articling student for entry level practice once they complete their articling at your firm/organization?
(n=45)



REASONS FOR HIGHER LEVEL OF PREPAREDNESS

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

Articling Students and Those who Completed Articling in the Past 5 Years

Please explain why you believe you were **very prepared / prepared** for entry level practice once you completed your articling? (n=34)

Hands-on experience

"I believe I was well-prepared for entry-level practice after completing my articling due to the comprehensive hands-on experience I gained. Throughout my articling period, I was exposed to legal tasks primarily in the area of drafting documents, conducting legal research, and participating in stakeholder meetings. I had the opportunity to work closely with experienced lawyers who provided valuable mentorship and feedback, helping me to develop practical skills and a deeper understanding of legal procedures. Additionally, the diverse teams and issues I had to deal with allowed me to build confidence in managing tasks and effectively communicating with the client (in this case the organization I articulated with) and colleagues. The combination of theoretical knowledge from my legal education and the practical application during articling equipped me with the essential skills needed to transition smoothly into entry-level practice."

Exposure to a variety of practice areas

"I had experience in all the areas of law that I intended to practice in. I shadowed my principal in client meetings, and then he sat in with me as I practiced."

Effective mentorship

"I received very good mentorship and guidance throughout my articling year. I also think it really helped that I was hired on at the firm where I had articulated; I knew the expectations and where to look for support."

Principals, Recruiters, and Non-Principal Mentors

Please explain why you believe an articling student is **very prepared / prepared** for entry level practice once they complete articling at your organization? (n=23)

Hands-on experience

"The amount of files that they have done, the work that they have completed, the feedback received."
"They gain significant practice management skills, and have the opportunity to connect and work directly with clients."
"My students get files assigned to them and are fully responsible for the beginning to end execution while I supervise throughout. My students attend court and learn how to prepare for hearings."
"The students will have a solid foundational experience regarding in-court advocacy, practice management, and their obligations as participants in the justice system. The nature of their practice as articling students is, however, different from their practice as lawyers."

Exposure to a variety of practice areas

"We offer our students with an opportunity to learn in many different practice areas, there is a abundance of work and opportunity for them and they are learning from some of the most experienced lawyers in the province."

Effective mentorship

"They have received extensive mentorship on all requisite foundational skills."
"Our goal is to ensure that they are indeed very prepared. That is one of the key metrics by which we measure whether we are doing things appropriately as mentors/principals."

REASONS FOR LOWER LEVEL OF PREPAREDNESS

Ineffective mentorship and insufficient training in practice management and client relationship management were most commonly mentioned as the key reasons for feeling somewhat, not very, or not at all prepared.

Articling Students and Those who Completed Articling in the Past 5 Years

Please explain why you believe you were somewhat /not very / not at all prepared for entry level practice once you completed your articling?(n=35)

Insufficient / ineffective mentorship
"While I was exposed to a variety of areas of law, once COVID hit the partners and senior lawyers largely disappeared from the office and did not return. As a result there was nobody to answer questions or provide mentorship. Emails with questions were largely ignored."
Insufficient training in Practice Management
"During articling I did a lot of research and miscellaneous legal tasks. Once I was called, I was expected to handle my own files. I still had a lot to learn at that point and still needed mentorship from the other lawyers at my firm. The other lawyers and paralegals were always willing to provide mentorship but they were also very busy. I wish I learned more of the things I would need to know in practice during articling."
"I was taught how to practice law but not to practice the business side of things."
Unprepared to manage client relationships
"I was doing more paper work than other skills such as practice management, client relationship and communication, etc."
Experience in only a limited number of practice areas
"The nature of my articling was one specific area of practice. In that specific area I would count myself as prepared. In that area I did not conduct my own matter (though I observed many matters being conducted), so I am hesitant to say I am prepared to conduct my own matters. In any other area of law I would say I am not very prepared."
Negative effect of COVID-19 pandemic
"My articles were cut short because of COVID and my Law Society reduced the required weeks to complete articles."
Articling is too short to feel prepared
"It takes much longer than a year to feel prepared to practice law, continued mentorship and additional training should be supplied beyond one year."

Principals, Recruiters, and Non-Principal Mentors

Please explain why you believe an articling student is somewhat /not very / not at all prepared for entry level practice once they complete articling at your organization? (n=19)

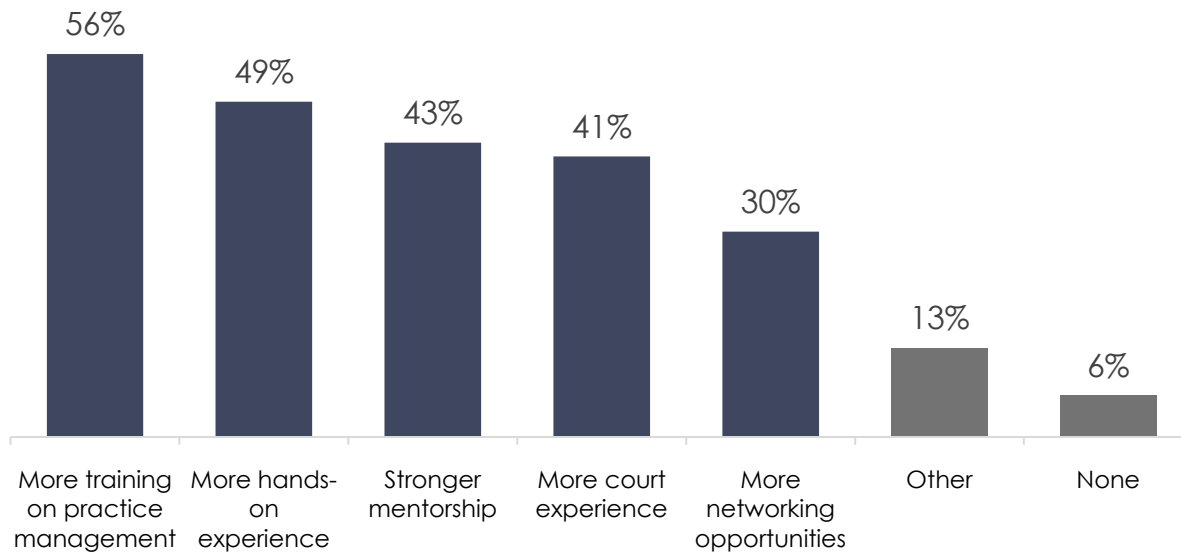
Lack of Skills & Inadequate Training at Law Schools
"Law schools do a terrible job now in preparing them for the real world, and they're so far behind when they start articling now that it takes much longer than 1 year to get them ready."
Duration of Articling is not Enough to be Fully Prepared
"It takes 3-5 years to become proficient in the practice of law. An 11-month period is much too short."
"It takes time to learn how to be a lawyer. One year can only do so much."
Specialization Challenges
"I think it is a bit tough in a more specialized in-house setting to be truly prepared to tackle that work after you receive some very general legal training."
"They have had limited exposure to most areas, but for certain specific areas of law they are more prepared."

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

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

Articling Students and Those who Completed Articling in the Past 5 Years

What additional tools and resources do you believe are needed to help you be better prepared for entry level practice?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

What additional tools and resources would help you better mentor/train/prepare articling students for entry level practice? (n=36)
(based on verbatim analysis)

- Stress tolerance training to prepare students for the demands of legal practice
- More focus on practice management skills in law school curriculum
- Increased exposure to various practice areas through resources like the CPLED program
- Guidelines for mentorship with specific objectives for student development
- Access to executive summaries of legal education content for practical application
- Encouraging networking and continued education through free bar association memberships
- Consideration of secondment opportunities to provide diverse legal experience
- Emphasis on business of law education and client management skills in legal training
- Collaboration among students to share experiences and insights

EXPERIENCES FOR WHICH PREPARATION WAS LACKING

Practice management and client relationship management were frequently cited as areas where students lacked preparation.

Articling Students and Those who Completed Articling in the Past 5 Years

What experiences have you had in the first few years of practice that articling could have better prepared you for?
(n=61)



Principals, Recruiters, and Non-Principal 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?
(n=36)



MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

Both students and principals, recruiters and mentors highlighted hands-on experience as the most positive aspect articling.

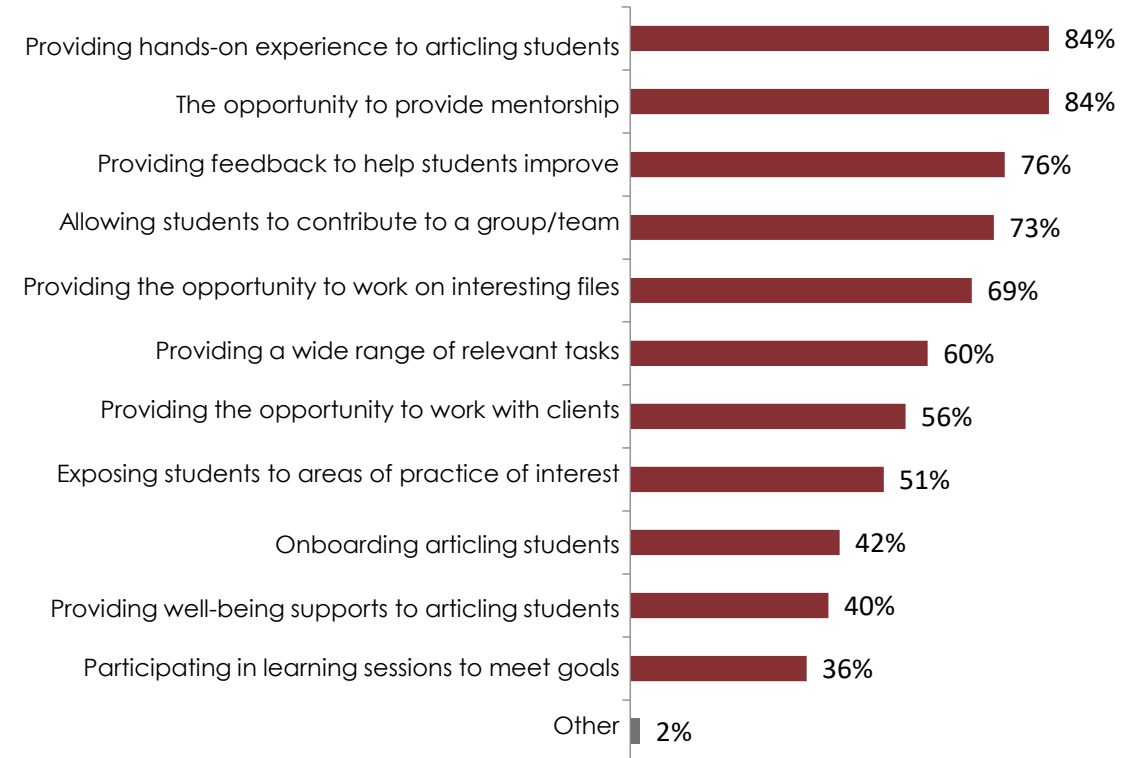
Articling Students and Those who Completed Articling in the Past 5 Years

Overall, what would you say are/were the most positive aspects of your articling experience?
(n=74)



Principals, Recruiters, and Non-Principal Mentors

Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor?
(n=45)



KEY CHALLENGES

While articling students identified lack of or low compensation and heavy workload as their primary challenges, half of principals, recruiters, and mentors struggle to find time to mentor articling students.

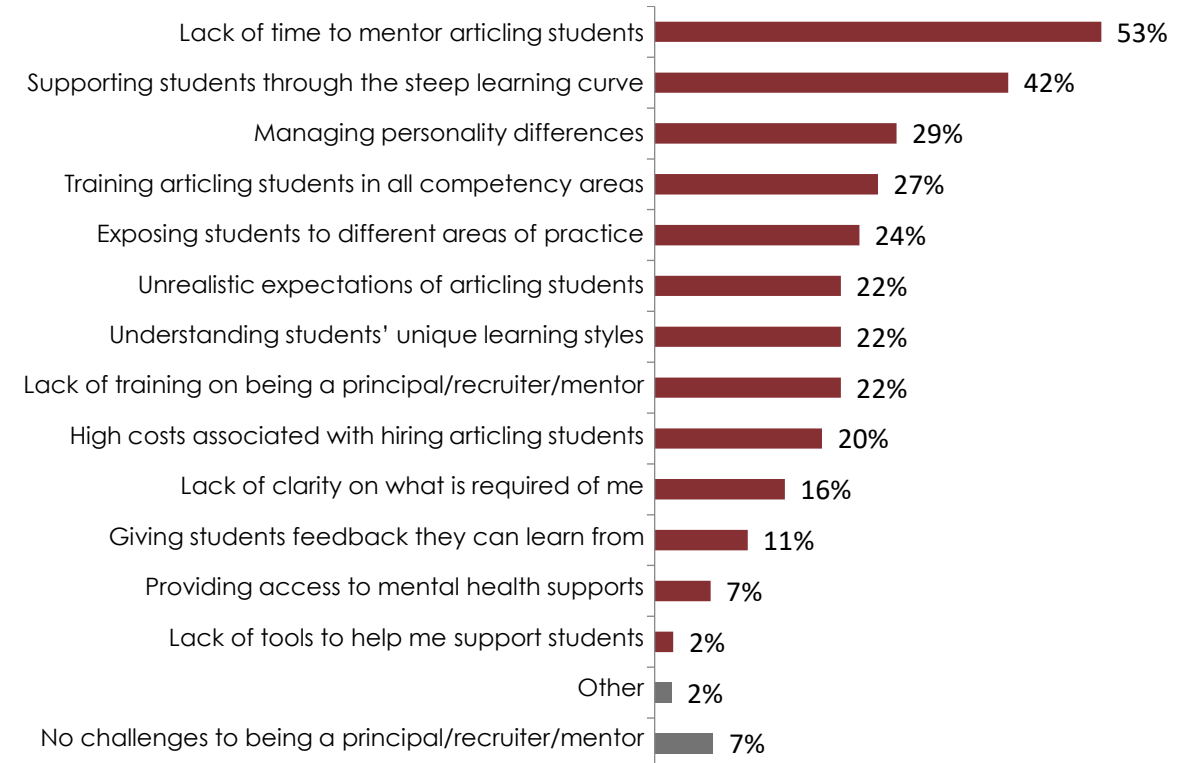
Articling Students and Those who Completed Articling in the Past 5 Years

Overall, what do you think are the key challenges to being an articling student?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

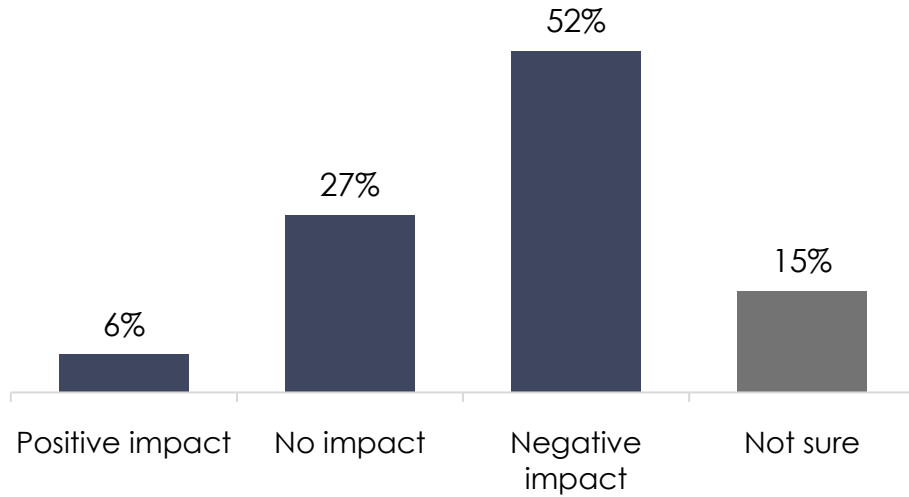
Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor?
(n=45)



Over half of students who articulated during COVID-19 felt that the pandemic adversely affected their articling experiences.

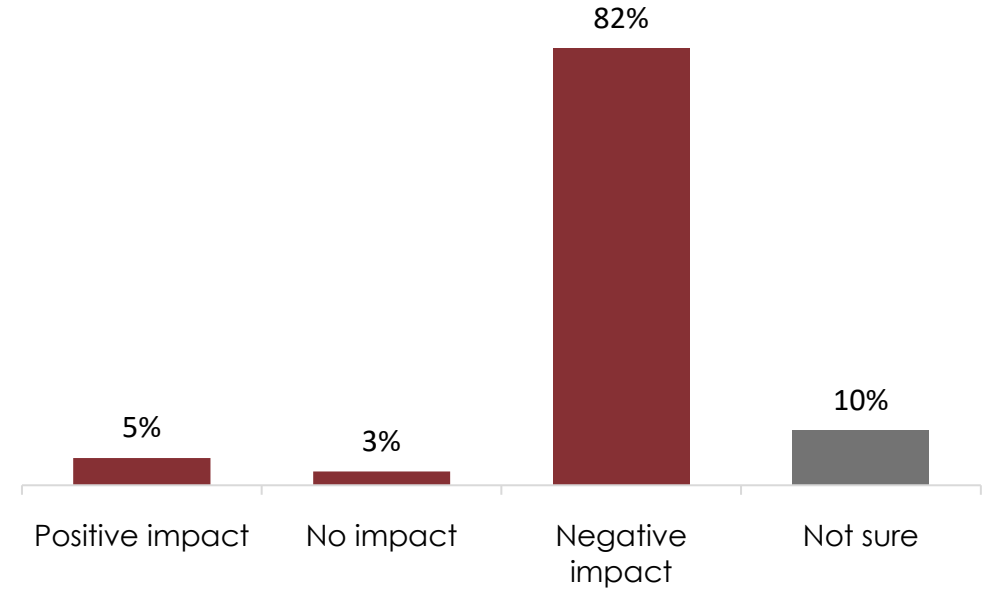
Articling Students and Those who Completed Articling in the Past 5 Years

In your opinion, how did the COVID-19 pandemic impact your articling experience?
(n=52)



Principals, Recruiters, and Non-Principal Mentors

In your opinion, how did the COVID-19 pandemic impact the articling experience for students?
(n=39)



COVID-19 negatively affected articling experiences by limiting learning opportunities, diminishing mentorship quality, hindering relationship-building, etc.

Articling Students and Those who Completed Articling in the Past 5 Years

*Describe how the pandemic impacted your articling experience.
(n=28)*

- Reduced learning opportunities
- Limited mentorship
- Challenges in adapting to new virtual technology / lack of proper equipment
- Limited face-to-face interactions
- Negative impact on courtroom experience
- Limited articling positions and negative impact on hiring practices
- Anxiety, isolation, and stress during articling
- Missed professional development opportunities
- Delays in file handling
- Delayed start of articles
- Limited professional interactions / networking

Principals, Recruiters, and Non-Principal Mentors

*In your opinion, how did the COVID-19 pandemic impact the articling experience for students?
(n=31)*

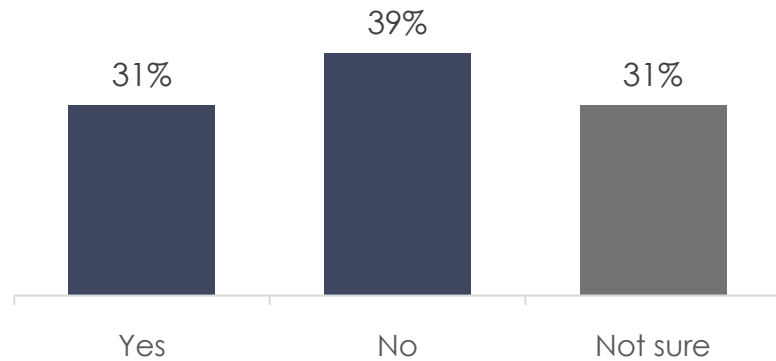
- Challenges in remote mentoring and effective skill development
- Relationship building and networking challenges
- Limited opportunities for organic learning
- Impact on students' ability to observe court proceedings
- Loss of incidental learning opportunities and side-conversations
- Isolation and lack of support due to remote work environments
- Changes in industry practices due to pandemic restrictions

AVAILABILITY OF MENTAL HEALTH SUPPORTS

3-in-10 felt that they had access to appropriate mental health supports.

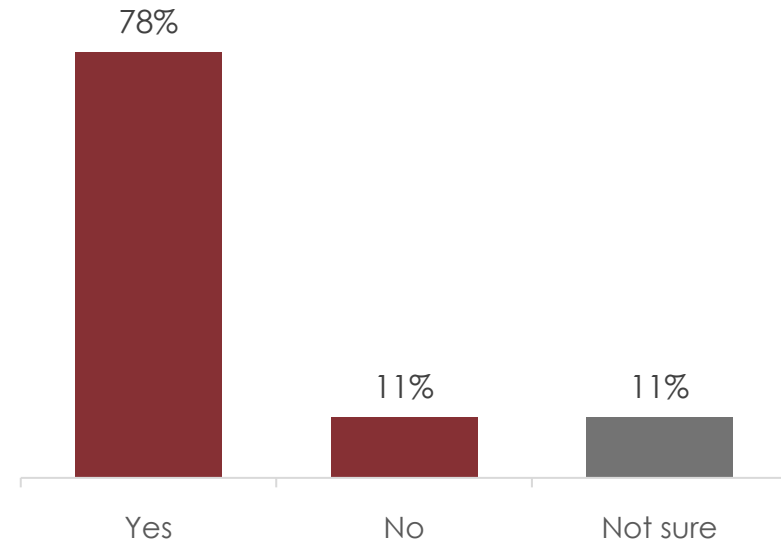
Articling Students and Those who Completed Articling in the Past 5 Years

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.?
(n=108)



Principals, Recruiters & Non-Principal Mentors

Are mental health resources available at your firm/organization for articling students who may need support with things like stress management, anxiety, etc.?
(n=45)

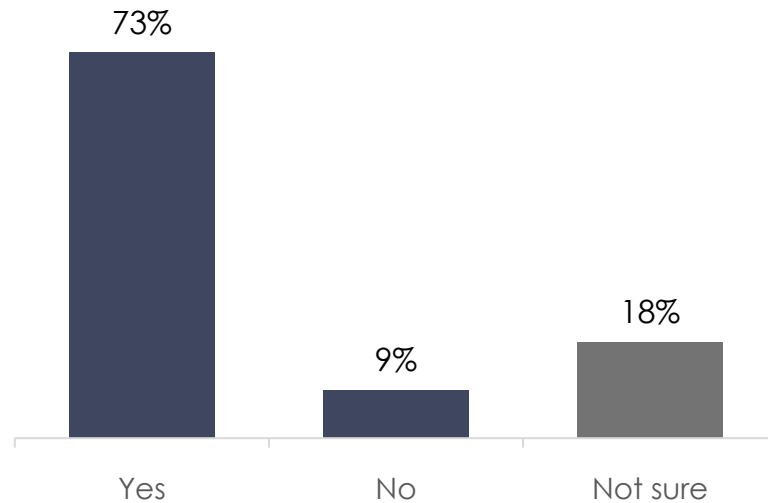


ENCOURAGEMENT TO ACCESS AVAILABLE MENTAL HEALTH SUPPORTS

Most firms encouraged articling students to use the available mental health supports when necessary.

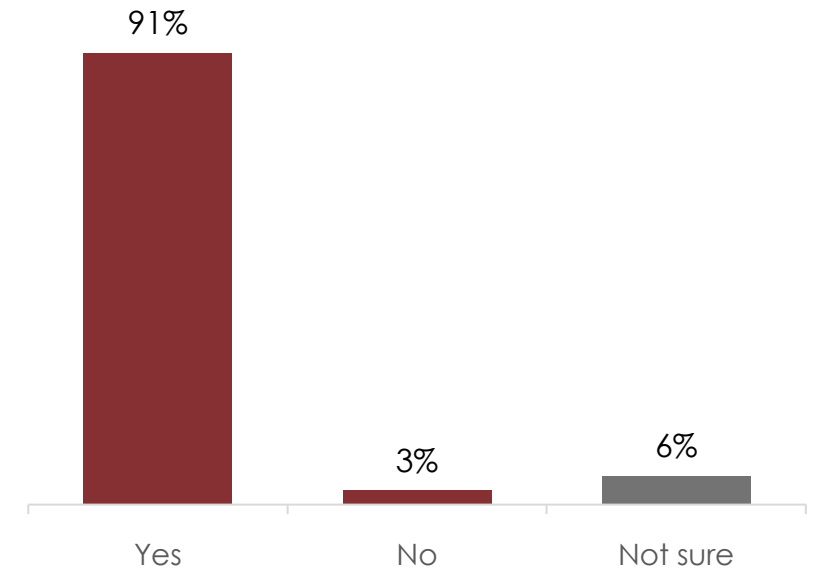
Articling Students and Those who Completed Articling in the Past 5 Years

Did your firm/organization encourage accessing the available mental health supports if needed?
(n=30)



Principals, Recruiters & Non-Principal Mentors

Did your firm/organization encourage accessing the available mental health supports if the student needed them?
(n=35)

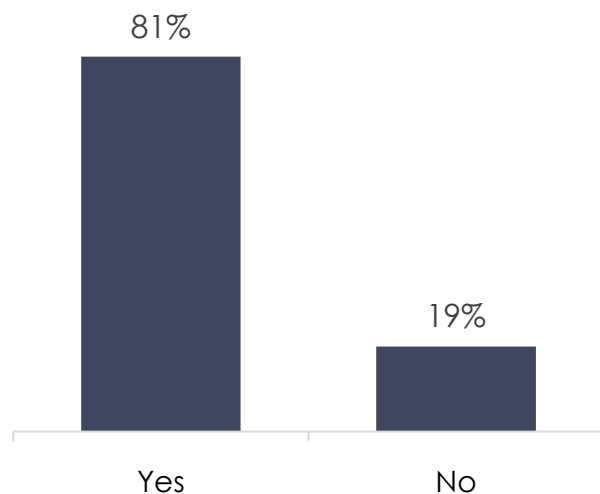


AWARENESS OF THE LAWYERS' ASSISTANCE PROGRAM

Overall, awareness of the Lawyers' Assistance Program is high.

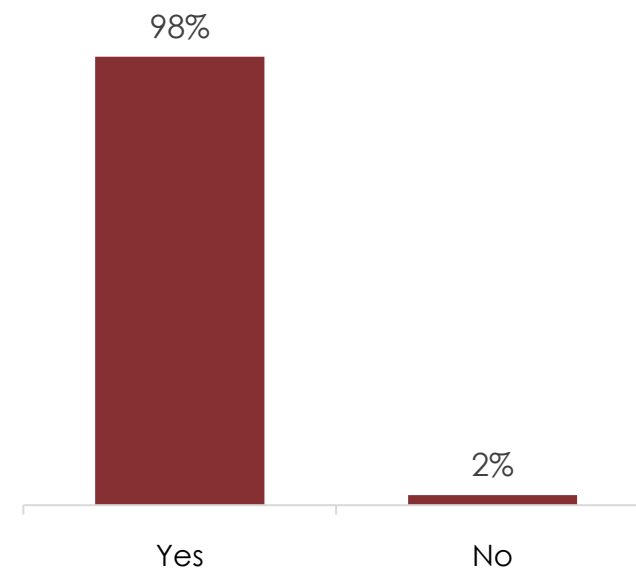
Articling Students and Those who Completed Articling in the Past 5 Years

Are you aware of the lawyers' assistance program in your province?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Are you aware of the lawyers' assistance program in your province?
(n=45)

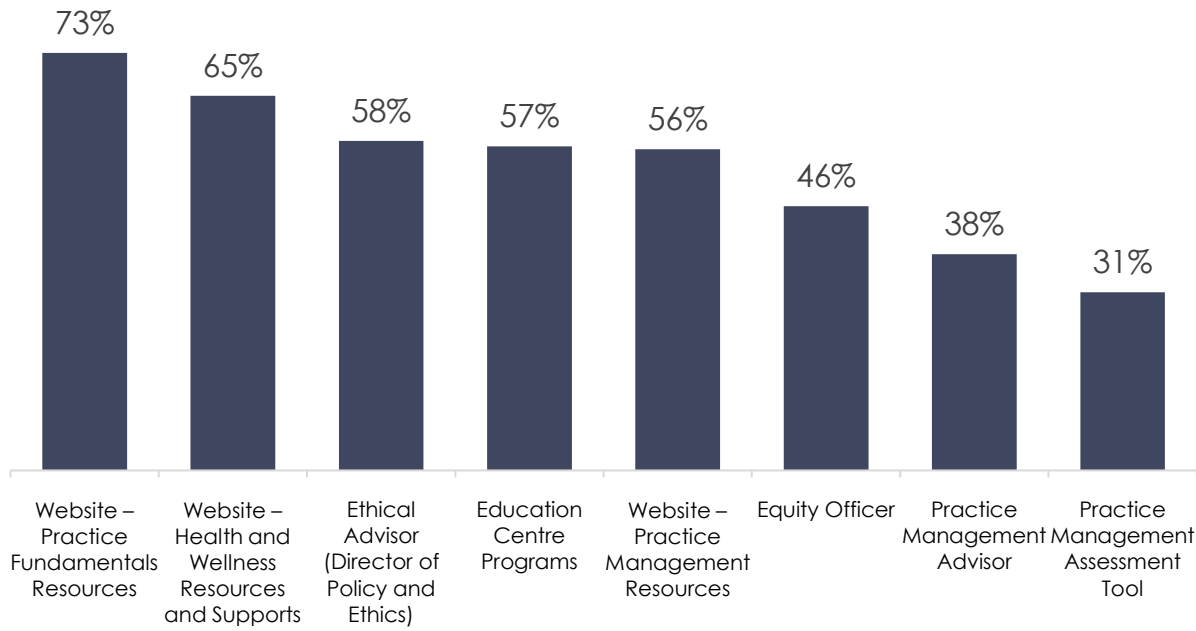


AWARENESS OF RESOURCES/SUPPORTS AVAILABLE THROUGH THE LSM

Awareness of the Equity Officer, Practice Management Advisor, and Practice Management Assessment Tool is limited.

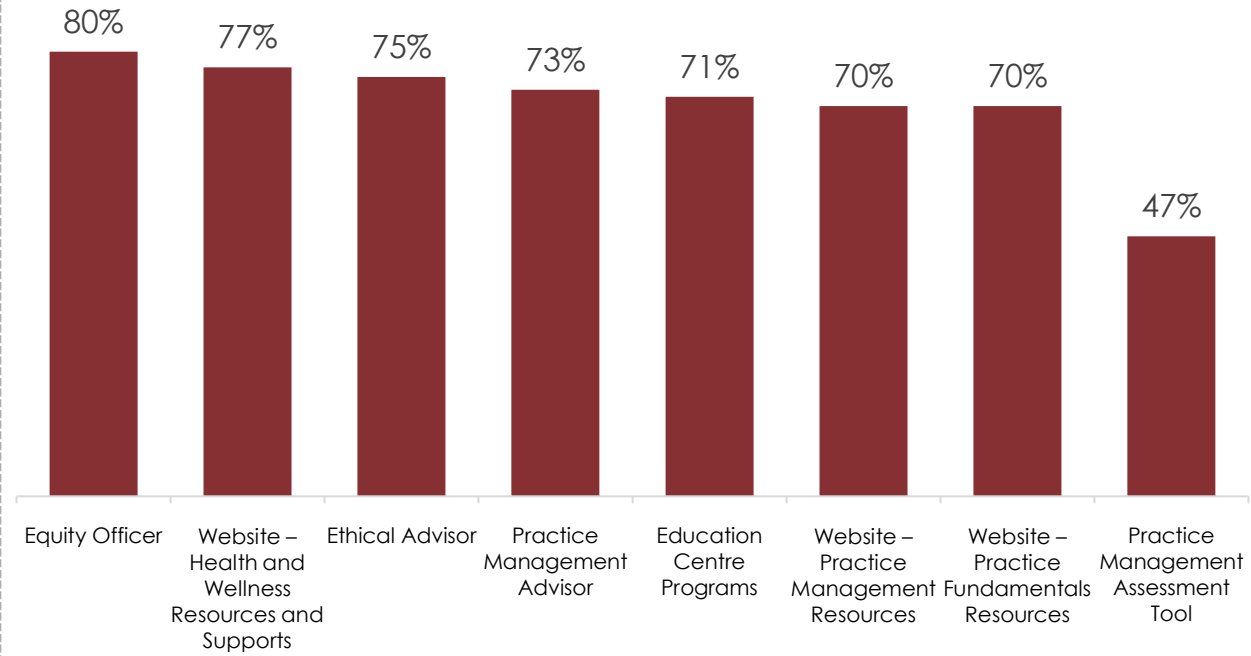
Articling Students and Those who Completed Articling in the Past 5 Years

*Were you aware of the following resources/supports available through the Law Society of Manitoba?
(n=104-107)**



Principals, Recruiters, and Non-Principal Mentors

*Were you aware of the following resources/supports available through the Law Society of Manitoba?
(n=42-44)**



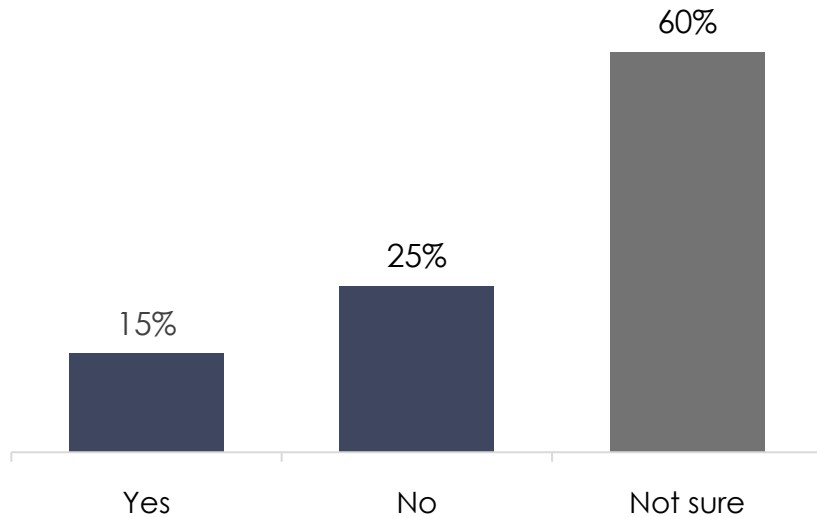
*Re-based to exclude 'NA – didn't exist when I articulated / didn't exist when I was a principal/recruiter/ mentor'

NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH LAWYER COMPETENCE

Over half are unsure whether any additional resources from the Law Society could help improve the competence of new lawyers.

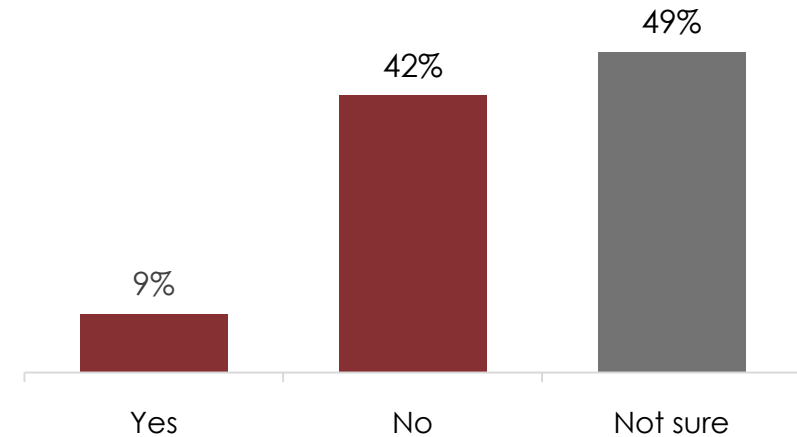
Articling Students and Those who Completed Articling in the Past 5 Years

Were there any other resources from the Law Society that would have assisted you with lawyer competence during your articles?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

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



NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH LAWYER COMPETENCE

The small number of respondents who showed interest in more resources recommended a diverse range of options.

Articling Students and Those who Completed Articling in the Past 5 Years

*Please list what resources from the Law Society would have assisted you with lawyer competence during your articles.
(based on verbatim analysis, n=13)*

- Clarity on law firms' and student's responsibilities during articling
- Practice checklists for articling
- Guidance on the articling process, including what to do if issues arise and how to transfer
- Legal research tools
- More CPD and networking opportunities
- Standardization of livable wages for articling students
- Financial support programs for students with significant student loans
- Resources to navigate difficult conversations with management about financial status and student loan debt
- Increased oversight and requirements for Principals
- Improved practice readiness program or a bar exam alternative
- Enhanced real estate training

Principals, Recruiters, and Non-Principal Mentors

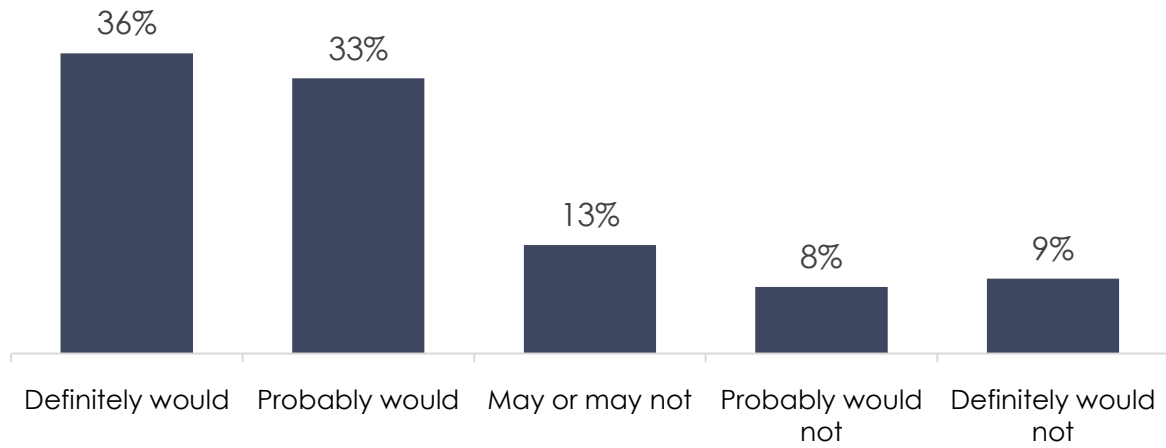
*Please list what resources from the Law Society would have assisted you or your students with lawyer competence.
(based on verbatim analysis, n=3)*

- Shift focus from clinic to substantive legal education in years 2 and 3
- Ensure students understand legal concepts like trusts, court rules, and corporate commercial principles
- Offer practical courses and workshops for junior lawyers and students
- A guide on best practices for being an articling principal/mentor

Most students would recommend articling at the firm where they completed their articling.

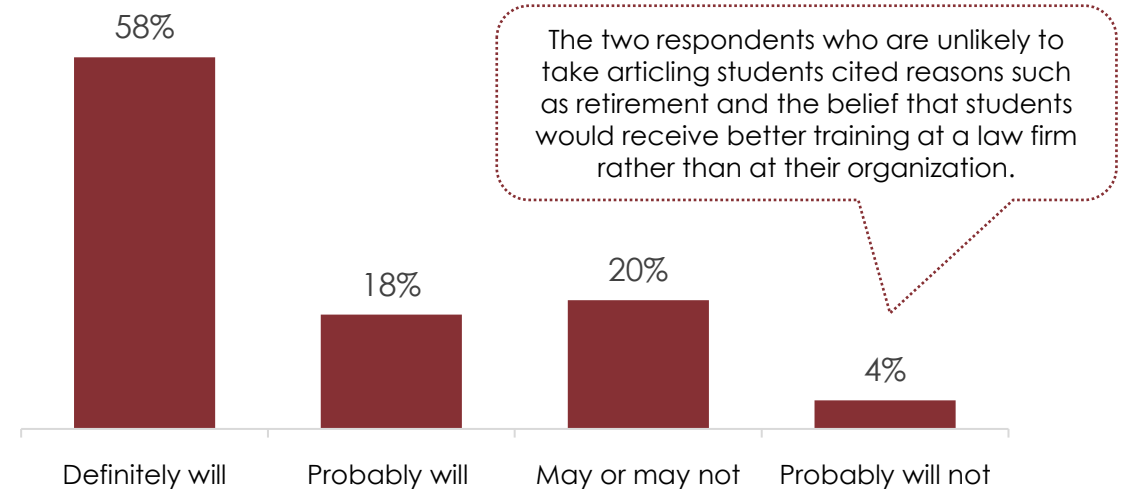
Articling Students and Those who Completed Articling in the Past 5 Years

Now thinking more generally about where you article/articled, would you recommend it to articling students in the future? (n=108)



Principals, Recruiters, and Non-Principal Mentors

Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future? (n=45) / Why wouldn't you take another articling student in the future? (n=2)

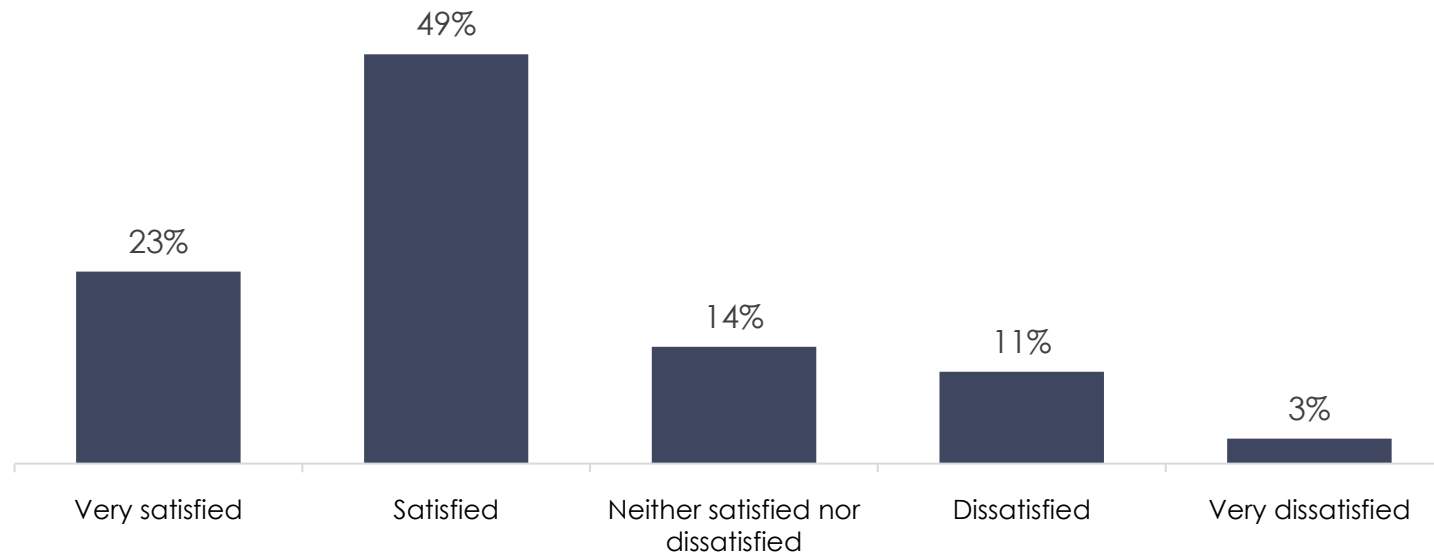


SATISFACTION WITH ARTICLING EXPERIENCE

7-in-10 students are/were satisfied with their articling experience.

Articling Students and Those who Completed Articling in the Past 5 Years

*Now thinking more generally about where you article/articled,
would you recommend it to articling students in the future?
(n=108)*



REASONS FOR SATISFACTION

Effective mentorship, diverse learning opportunities, positive work environment, and hands-on experience were identified as the main reasons for satisfaction.

Articling Students and Those who Completed Articling in the Past 5 Years

Please explain why you are **very satisfied / satisfied** with your articling experience.
(n=61)

Valuable Mentorship and Support

"I felt I worked with a great team of lawyers, who provided me with valuable experience and feedback."

"My principal was very knowledgeable and helpful. He was always there whenever I needed any help."

Diverse Learning Opportunities

"I gained exposure to a variety of different practice areas that I wanted to explore."

"It provided me with a well-rounded experience, lots of different and exciting files, really good mentorship, and lots of support."

Positive Work Environment.

"Great people who genuinely care about me as a person and want to help me become a good lawyer."

Hands-On Experience and Skill Development

"I had the opportunity to learn in a healthy supportive environment and felt comfortable asking questions and seeking guidance."

"I received a wide array of experience in different areas, gaining knowledge to know what I enjoyed and did not enjoy."

Please explain why you are **very dissatisfied / dissatisfied** with your articling experience.
(n=14)

Lack of Support and Mentorship

"I received little mentorship from other lawyers in my firm; I was forced to admit responsibility for all mistakes, whether I was at fault or not."

"It also felt like my principal was very much unapproachable/not available."

"My principal just didn't really care about me. He'd always encourage me to reach out to his assistant to join him for Court, but there wasn't much practical experience or hands-on training there."

Exploitative / Toxic Work Environment

"My principal was known to exploit articling students and underpay them and overwork them."

"Principal does not understand his role. He was just interested in free labour."

"My first articling placement left me completely in shambles. There was no respect for the judicial process, professionalism or the Manitoba Code of Professional Conduct."

Inadequate Training and Experience

"Areas of work were niche. Pay was low for the market I was working at."

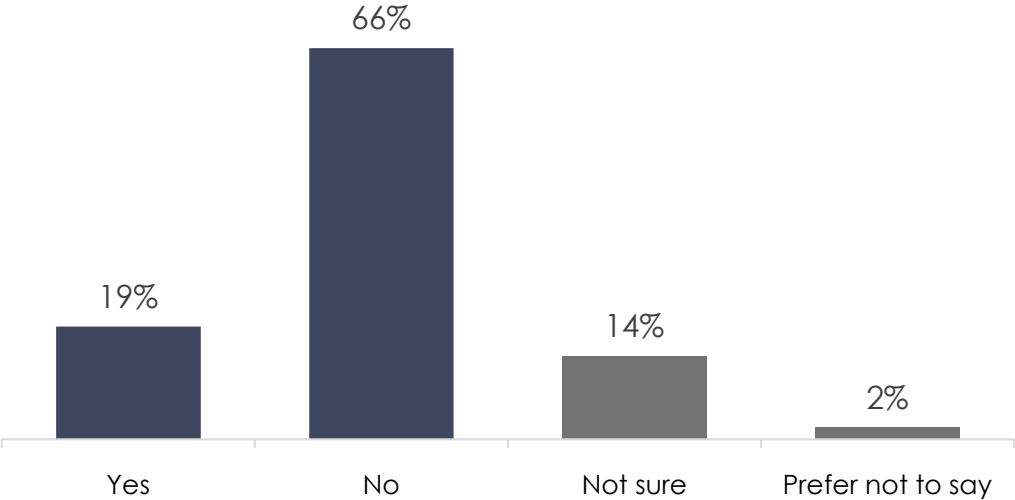
"I was stuck working in an area I hated. I felt overwhelmed with the speed of things."

DISCRIMINATION DURING RECRUITMENT PROCESS

1-in-5 reported experiencing discrimination during the recruitment process.

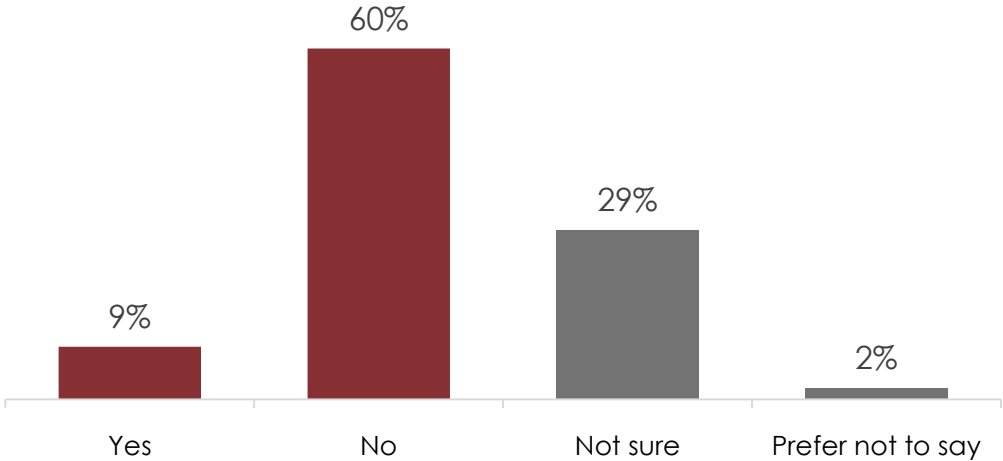
Articling Students and Those who Completed Articling in the Past 5 Years

During the recruitment process for your articling position did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Has your firm/organization ever had a candidate indicate that they have been discriminated against related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process?
(n=45)

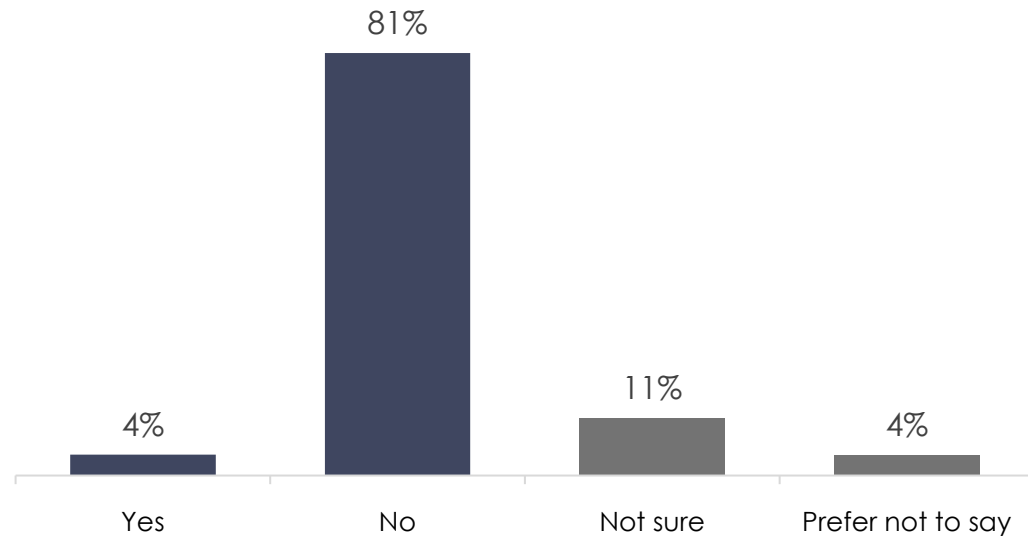


HARASSMENT DURING RECRUITMENT PROCESS

A few students experienced harassment during recruitment.

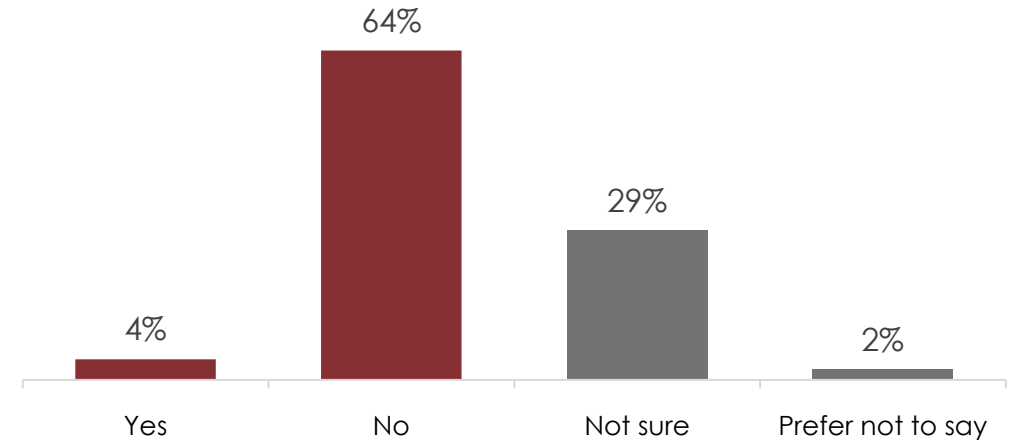
Articling Students and Those who Completed Articling in the Past 5 Years

During the recruitment process for your articling position did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Has your firm/organization ever had a candidate indicate that they have been harassed related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process?
(n=45)

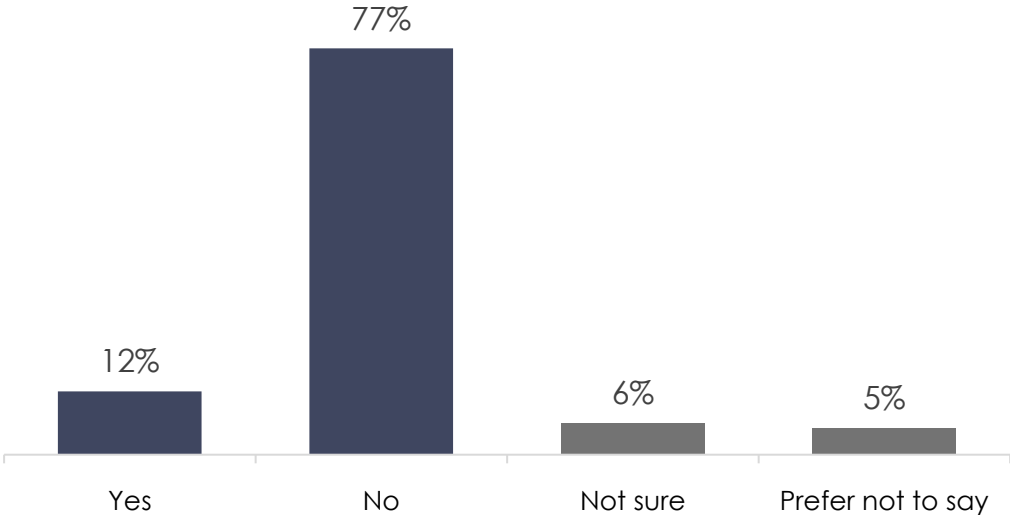


DISCRIMINATION DURING ARTICLING

1-in-10 experienced discrimination during articling.

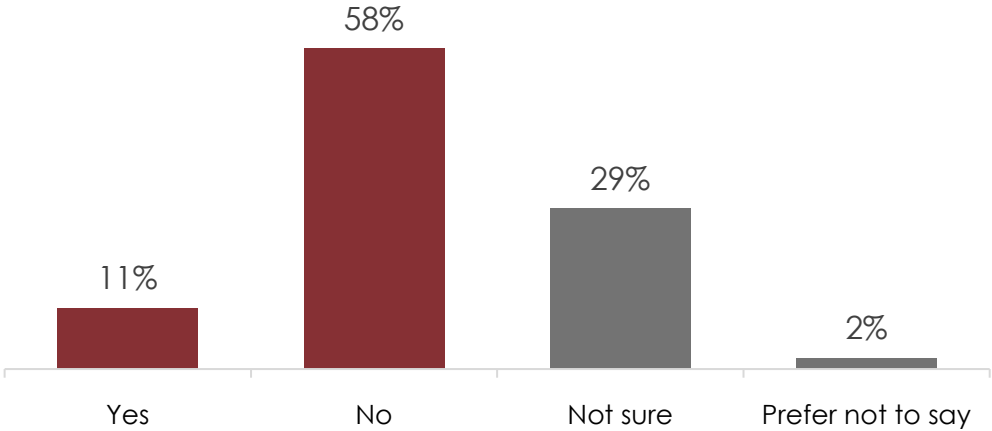
Articling Students and Those who Completed Articling in the Past 5 Years

During your articling, did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Has an articling student come to you with concerns about being discriminated against by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?
(n=45)

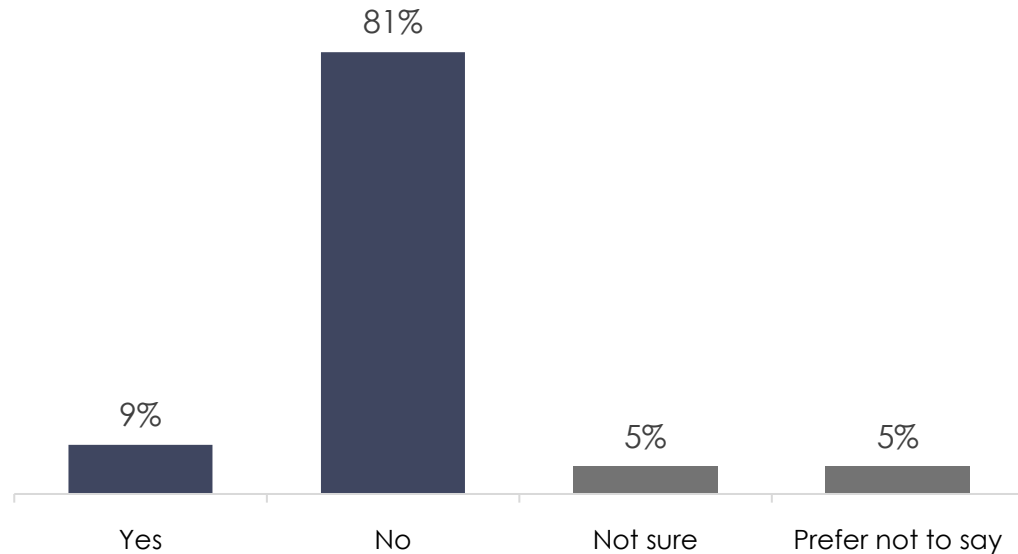


HARASSMENT DURING ARTICLING

1-in-10 experienced harassment during articling.

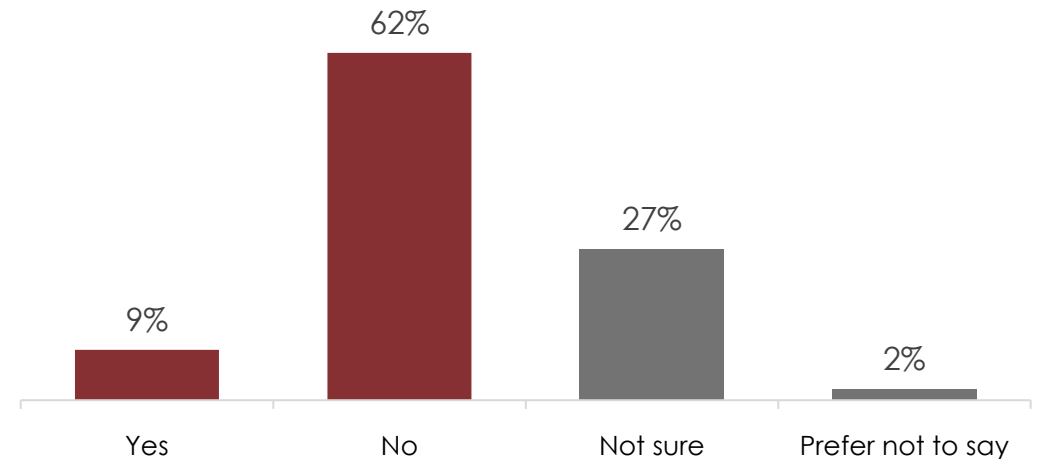
Articling Students and Those who Completed Articling in the Past 5 Years

During your articling, did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?
(n=108)



Principals, Recruiters, and Non-Principal Mentors

Has an articling student come to you with concerns about being harassed by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?
(n=45)

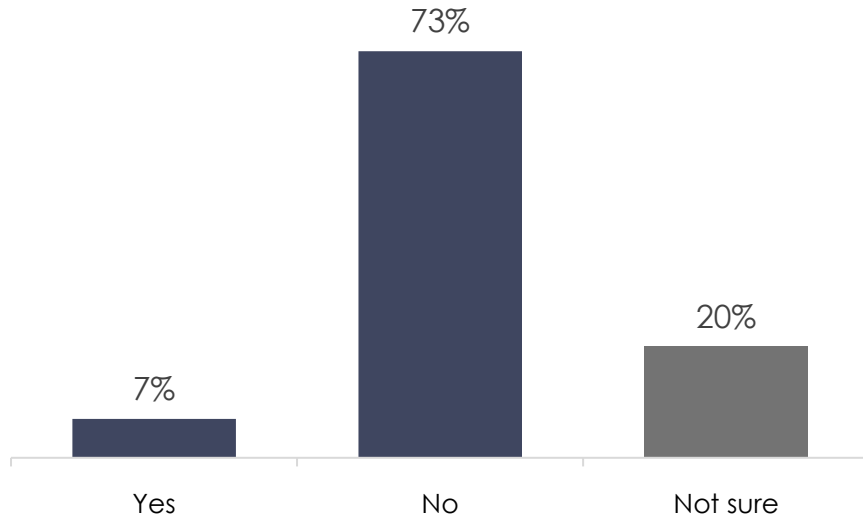


AVAILABILITY OF RESOURCES TO ADDRESS DISCRIMINATION AND/OR HARASSMENT

Few students who experienced discrimination and/or harassment feel that resources to address these issues were available.

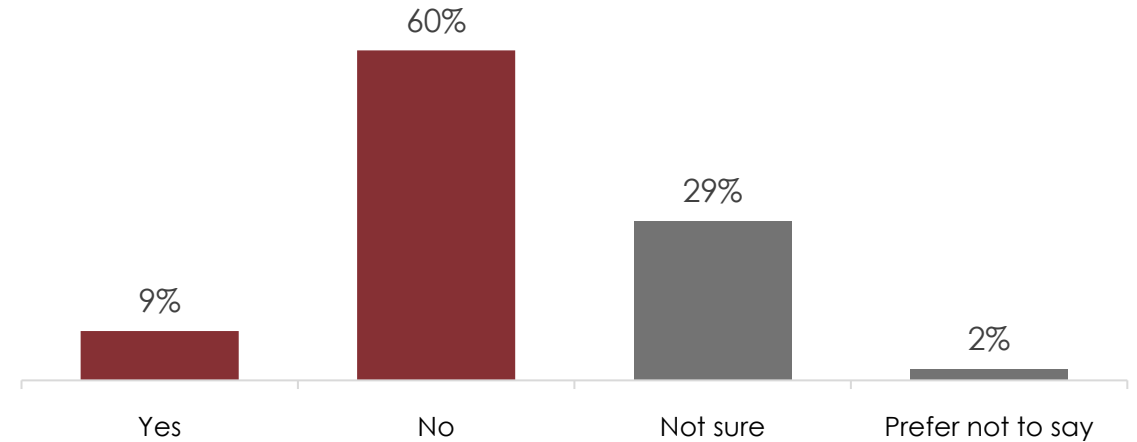
Articling Students and Those who Completed Articling in the Past 5 Years

Were resources available to address the discrimination or harassment you experienced?
(n=30)



Principals, Recruiters, and Non-Principal Mentors

If an articling student believes they have been discriminated against or harassed by someone in your firm/organization, is there a place they can confidentially address their concerns?
(n=45)

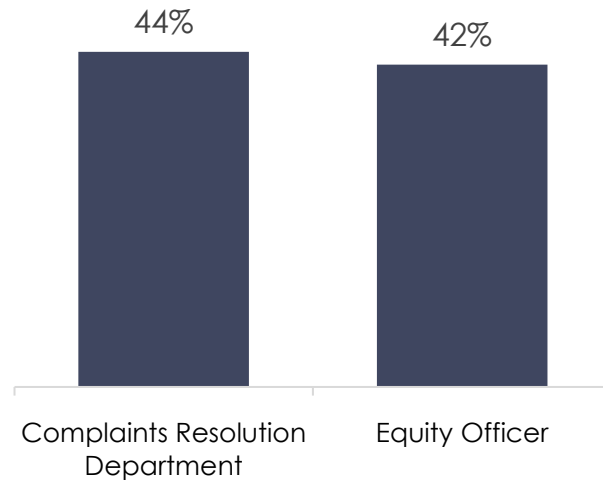


AWARENESS OF SUPPORTS / RESOURCES AVAILABLE THROUGH THE LSM

There is an opportunity to improve awareness of the resources offered by the Law Society, as over half of respondents were not aware of them.

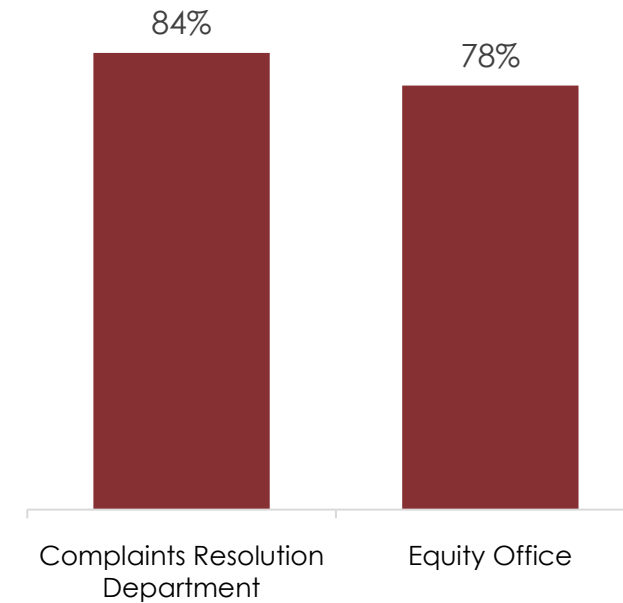
Articling Students and Those who Completed Articling in the Past 5 Years

*During your articling, are/were you aware of the following supports/resources available through the Law Society of Manitoba?
(n=102-105)*



Principals, Recruiters, and Non-Principal Mentors

*Were you aware of the following supports/resources available through the Law Society of Manitoba?
(% selected 'Yes', n=45)*

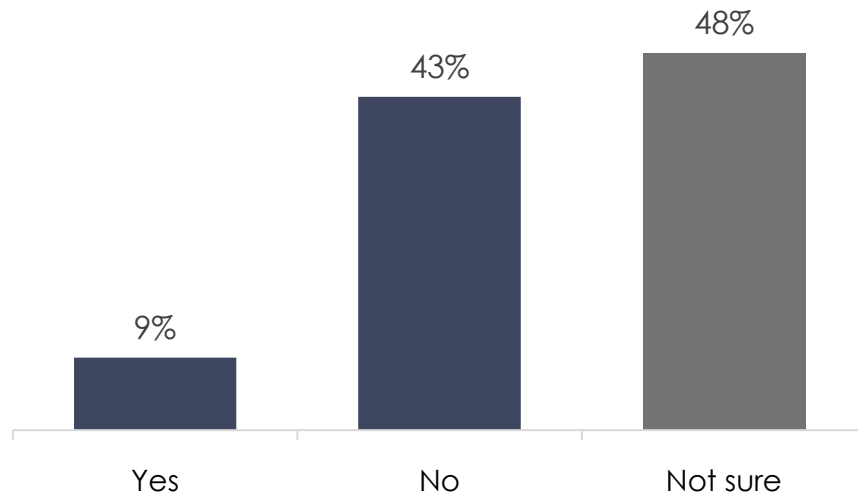


NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH EQUITY, DIVERSITY & INCLUSION ISSUES

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

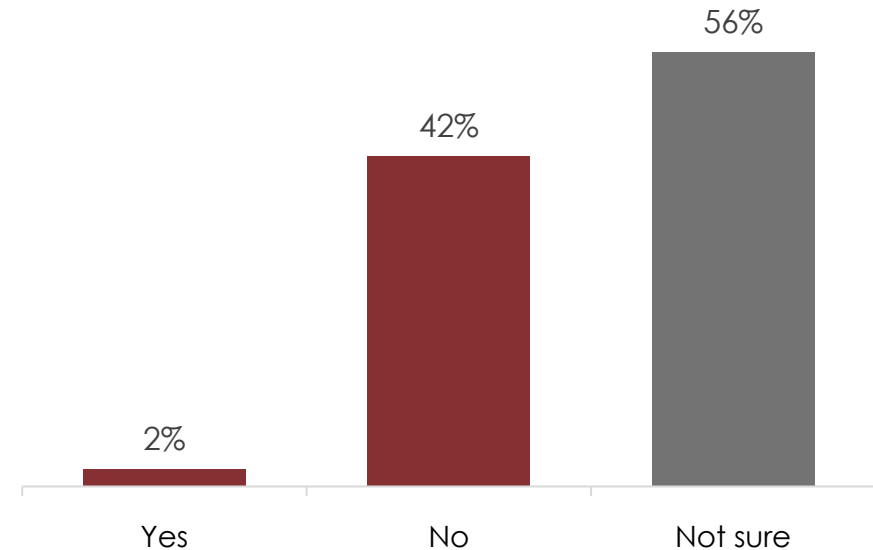
Articling Students and Those who Completed Articling in the Past 5 Years

Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles? (n=108)



Principals, Recruiters, and Non-Principal Mentors

Were there any other resources from the Law Society that would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues? (n=45)



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

Fair dispute resolution, mental health support, wellness sessions, and diversity training were mentioned as additional resources needed to assist students with equity, diversity and inclusion or well-being issues.

Articling Students and Those who Completed Articling in the Past 5 Years

Please list what resources from the Law Society would have assisted you with equity, diversity and inclusion or well-being issues during your articles. (n=8)

Fair Dispute Resolution

"A fair dispute resolution process between articling students and principals, where both sides can be heard equally and the focus is educational, rather than punitive."

Mental Health Support

"Having access to a mental health support group outside of my workplace would have been extremely beneficial."

Wellness and Work-Life Balance Sessions

"Information sessions or lunch time sessions regarding well-being. While articling, there is so much pressure to work hard and work extra hours to try and stay on after articling, but having sessions that discuss "how to say no" and "how to manage work life balance" would be beneficial."

Diversity Training

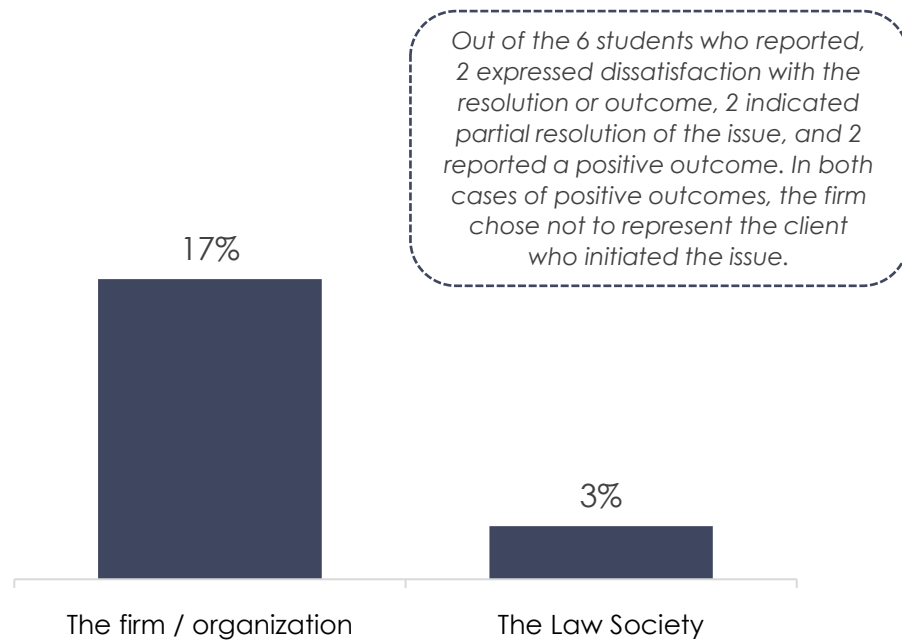
"Diversity training requirements for older lawyers."

REPORTING DISCRIMINATION AND / OR HARASSMENT

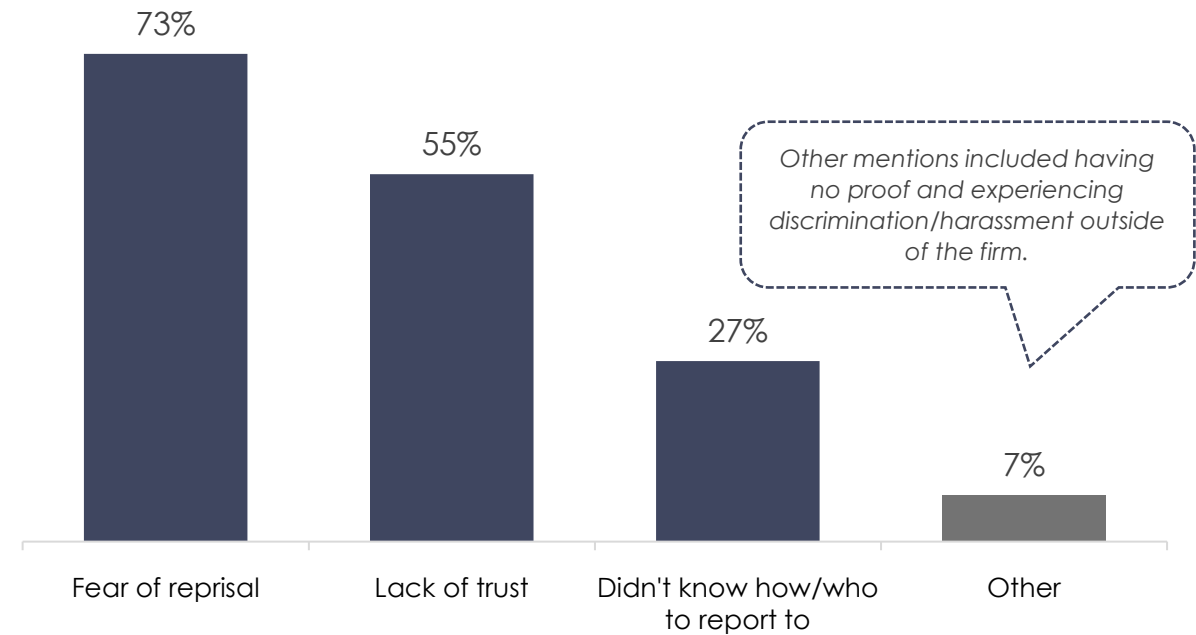
Incident(s) of discrimination and / or harassment were more commonly reported within the firm.

Articling Students and Those who Completed Articling in the Past 5 Years

Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies? (n=30) / What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved? (n=6)



Why didn't you report the discrimination/harassment? (n=22)



RESOLUTION WHEN STUDENTS REPORTED DISCRIMINATION / HARASSMENT

Firms addressed reports of discrimination and/or harassment in a variety of ways.

Principals, Recruiters, and Non-Principal Mentors

How did you or your firm/organization handle the situation? (n=8)

Lack of Action Against Discrimination

"Wasn't much we could do. The judge was awful to all the lady lawyers, and while our student was probably not wrong that she wasn't being given the same level of respect because she is indigenous, complaining about the judge generally never helped anyone."

Investigation and Support

"We investigated the incident. Provided support to the student. Disciplinary action was taken as a response to the incident. The student received the necessary time off to receive appropriate care."

Resolution Through Departure

"Well, we left our previous firm..."

ADDITIONAL COMMENTS ABOUT EXPERIENCES OR RESOURCES TO ADDRESS EDI ISSUES

Additional comments focused on the importance of representing and including students from diverse backgrounds, the significance of fair dispute resolution, and the challenges associated with reporting discrimination and/or harassment.

Articling Students and Those who Completed Articling in the Past 5 Years

Is there anything else you would like to share about your experience or the resources available to help you address a discrimination or harassment issue? (n=3)

Need for Fair Representation and Inclusion

" There should be a mandate that big law firms accept certain number of students from certain backgrounds. There need to a minimum quota on Asians, Africans, East Indians, First Nations, Jews, Muslims, women, and even men etc.... that is proportionate with their percentage as part of the general demographics in that province. I would even say that there needs to be certain minimums on persons who speak certain languages. For example, there are persons from Ukraine, Pakistan, India, Arabia, or China who speak poor English and French. I would even say learning legal words in those languages may be appropriate in this program. Canada's demographics are changing so rapidly the legal system needs to adapt to the population's needs."

Importance of Fair Dispute Resolution

" There should be a fair dispute resolution process between articling students and principles, where both sides can be heard and the focus is educational, rather than punitive. This process should include the EDI rep with the Law Society, among others."

Challenges in Reporting Harassment and Discrimination

" I think that harassment in the workplace goes underreported in the workplace during articling because other lawyers, whether junior, intermediate, or senior, don't fear consequences. I would have liked a course which provided me with practical strategies for identifying harassment when it was occurring to me. I often let others in my workplace make fun of me because I thought that if I complained, I would be labelled as too sensitive for the legal profession. It took me many months to understand that I could file complaints to the Law Society. I am much more vigilant and aware now."

" The Law Society deals with discrimination through education and disciplinary proceedings. The former is important but insufficient. The latter requires actual proof and focuses on particular individuals. However, from my experience, the issue is systemic... The Law Society needs to appoint a person or team to whom people like me can submit a list of all the firms to whom applications were sent, cross-reference to other people's lists, and see which firms never bother to invite immigrants/minorities, or which firms do it to check the equity box. Then, do a thorough investigation and discipline if necessary. Disciplinary proceedings are useless when every firm and lawyer know that discrimination must be silent. No one will openly admit that they are discriminating. Discrimination like that can only be discovered by active efforts, through investigating patterns, through cross-referencing others' experiences, etc."

Appendix

METHODOLOGY (in detail)

Survey Purpose

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

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

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

Research Sponsor

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

Questions Asked

The full questionnaires are in the appendix starting on page 67.

Survey Availability

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

- Communication of the surveys to the membership
- Programming and hosting of the surveys in English
- Sending out of survey invitations

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

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

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

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

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

METHODOLOGY (in detail cont'd)

Target Audience

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

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

Process to Maximize Response Rates

To maximize participation, survey completion was incentivized by a draw for a free course from the education society/continuing professional development program in the jurisdiction, as well as promoted as follows:

Pre-Survey Launch

- Communication in Communique e-newsletter

Survey Launch

- Dedicated Email sent to the profession
- Website News Item
- Survey links shared in LinkedIn post
- Highlighted in eLex – Library e-newsletter May Issue
- Highlighted in LSM News & Events May email blast
- Shared in Opening Slides at CPD Events & Office Reception Area

Process to Maximize Response Rates (cont'd)

Email Reminders

- 2 Week Reminder targeted email blasts (2) June 6
 - Articling Students/New Calls
 - Principals/Recruiters/Mentors
- Final email Reminder June 18 (all practicing members & articling students)

Response Rate Achieved

The surveys were completed by a total of 108 articling students, new lawyers and those who completed articling in the past 5 years but are not practicing and 45 principals, recruiters and non-principal mentors.

An estimated **19% participation rate** of Manitoba articling students, new lawyers, and those who completed articling but are not practising was achieved based on a distribution list of 554 articling students, new lawyers, and those who completed articling in the past 5 years but are not practicing.

An estimated **participation rate cannot be determined for principals, recruiters and mentors** because the roles of mentor and recruiter are not tracked by the Law Society.

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

The data was not weighted.

METHODOLOGY (in detail cont'd)

Survey Limitations

These surveys are a census (non-probability sample) where all Manitoba lawyers, current students at law and those who completed articling in the past 5 years were invited to participate using the email address registered with the Law Society of Manitoba.

Inviting all the eligible lawyers and students to take the surveys was meant to ensure that all qualifying members of the Manitoba legal profession had an opportunity to share their views and experiences and to minimize coverage bias. However, similar to all online surveys, response bias exists due to the survey's self-selecting nature. This means the results may not fully represent the entire Manitoba legal profession.

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

Reporting of Results

The following terms are used throughout the report.

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

“Those who completed articling in the past 5 years” refers to those who started articling in 2019-2023 and completed it before the taking the survey.

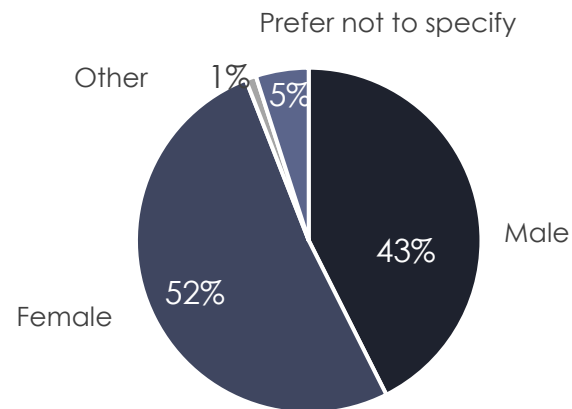
“Recruiters” refers to those who have only been in the recruiter role in the past five years.

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

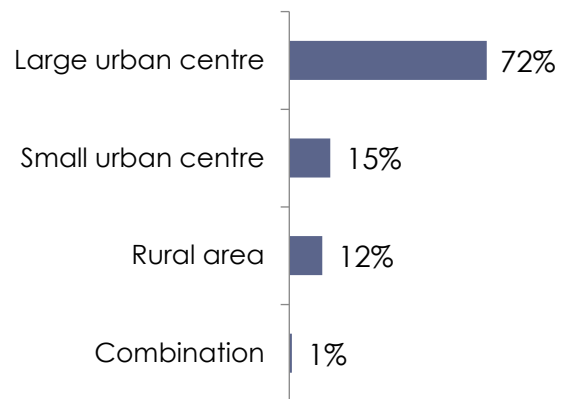
“Non-principal mentors” refers to those who have only been in the mentor role in the past five years.

SAMPLE PROFILE: ARTICLING STUDENTS AND THOSE WHO COMPLETED ARTICLING IN THE PAST 5 YEARS

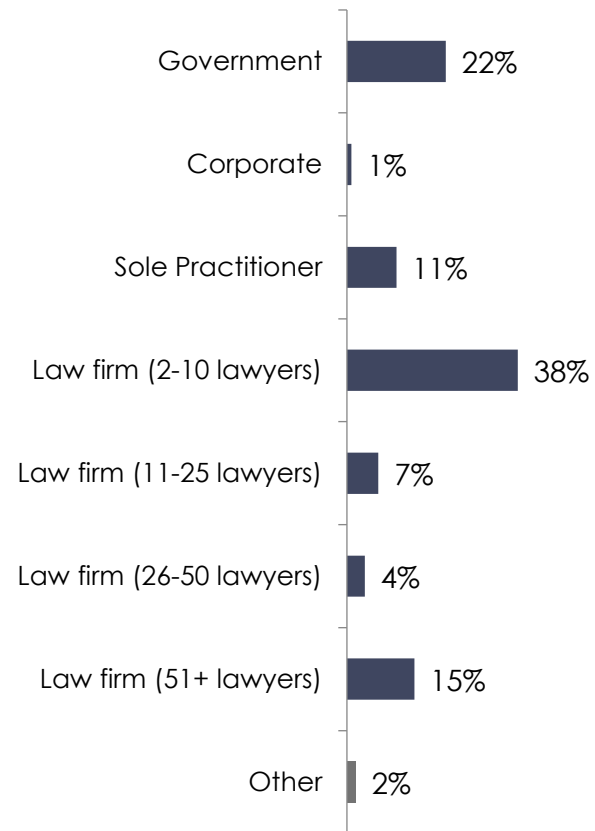
Gender



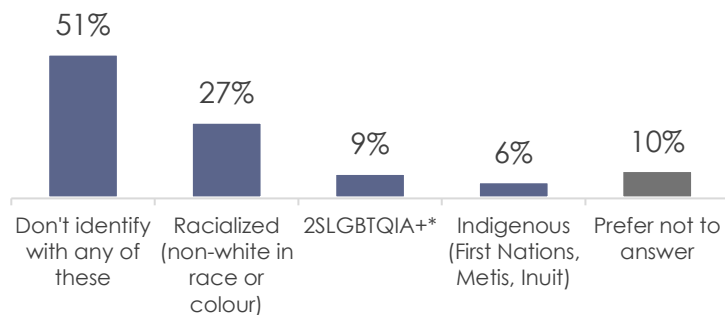
Articling Location



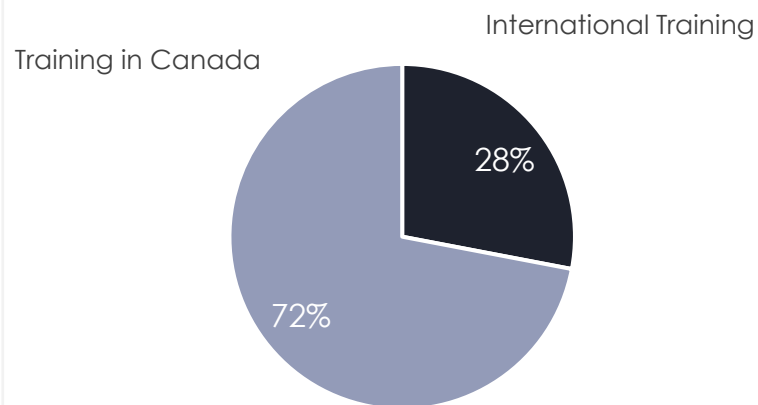
Practice Setting of Recruiting Organization



Equity-Deserving Groups



Education

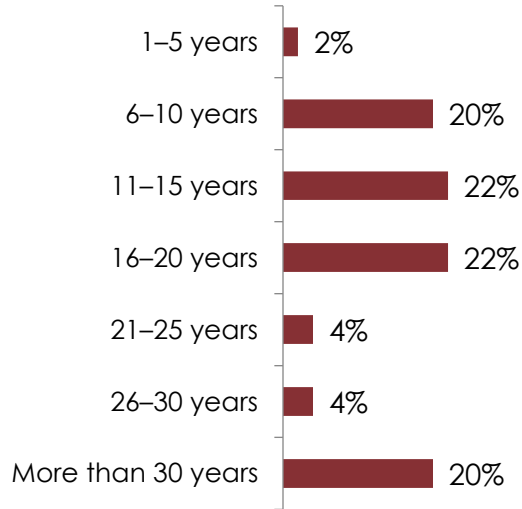


*This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.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

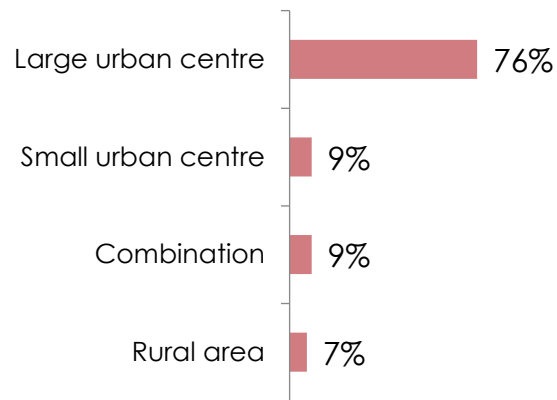
SAMPLE PROFILE: PRINCIPALS, RECRUITERS, AND NON-PRINCIPAL MENTORS

The sample includes principals, recruiters, and non-principal mentors with varying levels of experience, representing diverse articling locations, practice areas, and settings.

Tenure as a Lawyer



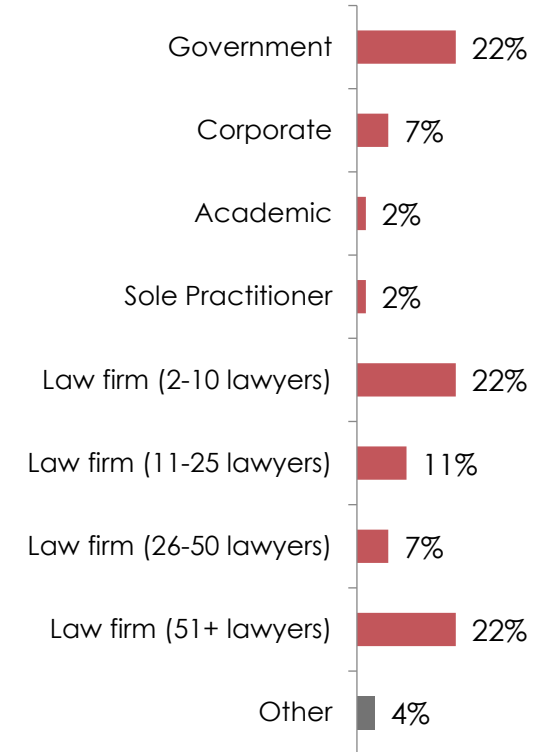
Articling Location



Primary Area(s) of Practice

36%	Administrative / Boards / Tribunals
27%	Arbitration & Mediation
16%	Bankruptcy / Insolvency / Receivership
7%	Charities & Not-for-Profit
56%	Civil Litigation
4%	Competition
13%	Constitutional & Human Rights
18%	Construction
47%	Corporate & Commercial
22%	Criminal (Defence)
9%	Criminal (Prosecution)
0%	Education
36%	Employment/ Labour
2%	Entertainment
11%	Environmental & Natural Resources
42%	Family & Domestic
9%	Health
11%	Immigration
31%	Indigenous
24%	Insurance
13%	Intellectual Property
2%	International
18%	Municipal
11%	Pensions & Benefits
20%	Personal Injury
9%	Privacy
33%	Real Estate Conveyancing
18%	Landlord & Tenant
24%	Tax
42%	Wills and Estates
3%	Other

Practice Setting of Recruiting Organization



Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[INTRO SCREEN]

Survey Purpose

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

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

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

What is Involved?

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

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

Incentive

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

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

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[INTRO SCREEN]

Confidentiality and Data Security

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

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

Contact Information

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

Law Society of Alberta: feedback@lawsociety.ab.ca

Law Society of British Columbia: consultation@lsbc.org

Law Society of Manitoba: rstonyk@lawsociety.mb.ca

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

Law Society of Saskatchewan: jennifer.houser@lawsociety.sk.ca

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE]

1. In which year did you start articling?

[DROP DOWN MENU]

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

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

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

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

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

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

[NEW PAGE]

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

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

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

[SINGLE CHOICE]

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

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

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

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

[NEW PAGE]

[NUMERIC OPEN END. MIN 1 MAX 120]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

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

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

1. Yes
2. No

[NEW PAGE]

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

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No
3. Shared expense

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=1]

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

1. Yes
2. No

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SHOW IF Q2=4]

17. During your articles, was your Education Plan followed and discussed?

1. Yes, it was followed and submitted to the Society but never discussed during my articles.
2. Yes, it was followed and discussed during the mid-term report process.
3. No, it was not followed despite being discussed during the mid-term report process.
4. No, it was not followed and never discussed.

[NEW PAGE]

[SINGLE CHOICE GRID]

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

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

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

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

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

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

[NEW PAGE]

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

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

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q19=6]

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

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

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q2=4]

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

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

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=1]

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

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

[NEW PAGE]

[OPEN END. SKIP IF Q3=1]

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

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

NEW PAGE]

[OPEN END. SKIP IF Q3=1]

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[MULTIPLE CHOICE]

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

[RANDOMIZE]

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

[RANDOMIZE]

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

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

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

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

[NEW PAGE]

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

30. Describe how the pandemic impacted your articling experience.

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q31=2 or 3]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No

[NEW PAGE]

[SINGLE CHOICE GRID]

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

	Yes	No	N/A – didn't exist when I articulated
Education Centre Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website – Practice Fundamentals Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website – Practice Management Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website – Health and Wellness Resources and Supports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice Management Advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical Advisor (Director of Policy and Ethics)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice Management Assessment Tool	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[OPEN END]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q39=2 or 3]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[OPEN END]

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

[NEW PAGE]

[SINGLE CHOICE]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

1. Yes
2. No
3. Not sure

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE GRID]

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

	Yes	No	N/A – didn't exist when I articulated
Equity Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complaints Resolution Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]

[OPEN END]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q58=2 or 3]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

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

[NEW PAGE]

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

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

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

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

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

[NEW PAGE]

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

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

[NEW PAGE]

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

[NEW PAGE]

[SINGLE CHOICE]

64. What is/was your articling location?

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

[NEW PAGE]

[SINGLE CHOICE]

65. Which of the following best describes the practice setting during your articling?

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

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=1 OR 3]

66. What year were you called to the bar?

[DROP DOWN MENU]

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE]

67. Where did you attend law school?

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

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

[NEW PAGE]

[SINGLE CHOICE]

70. Do you identify as....?

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

[Redirect – Closing]

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

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

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

QUESTIONNAIRE

Survey for Current Articling Students and Those who Completed Articling in the Past 5 Years

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

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

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

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

Contest Entry

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[INTRO SCREEN]

Survey Purpose

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

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

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

What is Involved?

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

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

Incentive

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

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[INTRO SCREEN]

Confidentiality and Data Security

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

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

Contact Information

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

Law Society of Alberta: feedback@lawsociety.ab.ca

Law Society of British Columbia: consultation@lsbc.org

Law Society of Manitoba: rstonyk@lawsociety.mb.ca

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

Law Society of Saskatchewan: jennifer.houser@lawsociety.sk.ca

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[MULTIPLE CHOICE]

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

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

[NEW PAGE]

[OPEN END. ASK IF Q1=4]

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

[TERMINATE IF Q1=4]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN-END – SKIP IF Q6=1 or 3]

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

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

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

[NEW PAGE]

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

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

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

[NEW PAGE]

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

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

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

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=2]

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

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

[NEW PAGE]

[SINGLE CHOICE, ASK IF Q13=1]

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

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

1. Yes
2. No

[NEW PAGE]

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

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

[NEW PAGE]

[SINGLE CHOICE GRID]

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

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=4]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[OPEN END]

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

[NEW PAGE]

[OPEN END]

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[OPEN END]

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

[RANDOMIZE]

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE, SKIP IF Q4=1]

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

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

[NEW PAGE]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q37=2 or 3]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No

[NEW PAGE]

[SINGLE CHOICE GRID]

41. Were you aware of the following resources/supports available through the Law Society of Manitoba?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
Education Centre Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website – Practice Fundamentals Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website – Practice Management Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website – Health and Wellness Resources and Supports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice Management Advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical Advisor (Director of Policy and Ethics)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice Management Assessment Tool	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q45=2 or 3]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[OPEN ENDED – SKIP IF Q47=1, 2 OR 3]

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

[NEW PAGE]

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

[SINGLE OPTION]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

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

QUESTIONNAIRE

Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE OPTION]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

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

[NEW PAGE]

[OPEN END]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE GRID]

56. Were you aware of the following supports/resources available through the Law Society of Manitoba?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
Equity Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complaints Resolution Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

QUESTIONNAIRE

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[NEW PAGE]

[OPEN END]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q60=2 or 3]

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

[NEW PAGE]

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

[NEW PAGE]

[SINGLE CHOICE]

62. How many years have you been a lawyer?

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

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

QUESTIONNAIRE

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16. Environmental & Natural Resources
17. Family & Domestic
18. Health
19. Immigration
20. Indigenous
21. Insurance
22. Intellectual Property
23. International
24. Municipal
25. Pensions & Benefits
26. Personal Injury
27. Privacy
28. Real Estate Conveyancing
29. Landlord & Tenant
30. Tax
31. Wills and Estates
32. Other (please specify)_____

[NEW PAGE]

[SINGLE CHOICE]

65. Where is your firm/organization located?
1. Small urban centre
 2. Large urban centre
 3. Rural area
 4. Combination

[NEW PAGE]

[SINGLE CHOICE]

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

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

QUESTIONNAIRE

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[NEW PAGE]

[SINGLE CHOICE]

68. Do you identify as....?

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

[Redirect – Closing]

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

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

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

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

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

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

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

Contest Entry

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