



AGENDA

Special Meeting of Benchers

Date: Monday, April 13, 2020

Time: 2:00 pm

Location: Via Video Conference

ITEM	TOPIC	TIME (min)	SPEAKER	MATERIALS	ACTION
1.0	PRESIDENT'S WELCOME AND TREATY ACKNOWLEDGEMENT				
	The President will welcome benchers to the meeting.				
2.0	DISCUSSION/DECISION				
2.1	Measures to Address Articling Requirements in the Face of the COVID-19 Crisis	60	Kris Dangerfield	Attached	Discussion/ Decision



MEMORANDUM

TO: Benchers

FROM: Kris Dangerfield

DATE: April 8, 2020

RE: Measures to Address Articling Requirements in the Face of the COVID-19 Crisis

Introduction

As a result of the COVID-19 pandemic, the province of Manitoba has declared a public health emergency. The safety measures being put in place by the government mean that law firms and other legal organizations are having to make adjustments to the way they work, with respect to their personnel working remotely, and their ability to ensure compliance with their professional and legal obligations. As well there is the general uncertainty that arises from the economic downturn, the inevitable decrease in income, and the impact on all general aspects of life during this time of crisis.

Impact of COVID-19 on Articling

As a result of this crisis, the Law Society has heard some concerns from lawyers and students about:

- (I) How to deal with articling students who are in the midst of their 2019-2020 articling term ("2020 Calls")
- (II) How to deal with those law students who are scheduled to enter their 2020-2021 articling term ("2021 Calls") later this Spring or Summer.
- (III) Whether to postpone interviews for the 2022 calls in June 2020.

In an effort to have a more informed understanding of the issue, we conducted a survey of all Manitoba law firms from March 30 to April 2, 2020. We received 172 responses over that two-day period.

2020 Calls

With respect to the 2020 calls, concern has been expressed by some principals about how to effectively supervise students when all personnel are working remotely, in order to ensure that articling students have completed their full articles and are eligible to complete their calls in June. We heard from two 2020 Calls who were concerned that their salary was going to be reduced. Unlike in some other jurisdictions, we have not heard of any firms proposing to lay off their articling students. Sixty-eight percent of survey respondents said the crisis has not impacted on their ability to supervise students. Another 33% said it did create an impact.

There is a related issue for 2020 calls given the traditional mass Call to the Bar held in June. In the current circumstances this will need to be cancelled or postponed. This will necessitate the requirement to implement an administrative process to facilitate students' calls to the Bar upon completion of their 2020 articles.

2021 Calls

With respect to the 2021 calls, the same concern exists about the ability of principals to supervise their incoming articling students. We have also heard a concern expressed by law firms who typically hire Summer students that if students commence articling as they would typically do in May/June, the firms will no longer be in a position to employ Summer students. In the survey that was conducted 45% of respondents said that it would assist if students were permitted to begin their articles later than May or June 2020. Another 33% said it would not assist them. The survey results reflected that law firms that do criminal work were not interested in seeking a delay of the commencement of articles, or concerned about their ability to supervise articling students.

2022 Calls

In the survey that was conducted 63.64 % of the respondents said that they would prefer it if the June 2020 interviews were postponed until the Fall 2020. Another 22.3% said it would not assist them.

What can we do to address these concerns?

The Law Society has been considering a range of options that would create some flexibility in the current articling requirements and admissions processes to address these concerns. While most, if not all of these do not require bench approval, given the significant shift it

would reflect in our approach to articles we thought it appropriate to bring this before the benchers for your approval.

No matter the outcome of these discussions, a communication should be made to the profession as soon as possible as law firms will be planning ahead and wanting to give advance notice to students that they cannot honour their offers of employment/articles. We believe that, if given enough notice, law firms can assess whether they are still able to take on students given these potential changes on a timely basis.

Legislative Authority

While some requirements pertaining to admission to the Law Society are determined by statute, *The Legal Profession Act* (the "Act") and the rules provide the Law Society with the authority to determine several aspects of the admission process.

Section 17 (3)

No person may become a member or be reinstated as a member unless the benchers are satisfied that the person meets the applicable membership requirements.

Section 17 (5)

The benchers may make rules that:

(a) establish categories of membership and prescribe the rights, privileges, restrictions and obligations that apply to them;

(b) govern the admission program for articling students

Section 43

The benchers may:

(c) establish and maintain, or otherwise support, a system of legal education, including the following:

i) A bar admission program,

Discussion

This memo explores several potential methods for building some flexibility into the articling experience, pertaining to the 2020 Calls, and the 2021 Calls who are about to begin their articling terms.

1. Articling Term

While we have not heard from either law firms or 2020 calls that there are going to be layoffs prior to the completion of students' full articling terms, we do know there are going to be significant financial impacts on firms generally arising from COVID-19. For that reason we want to give consideration to whether the articling period for 2020 calls ought to be truncated in order to alleviate both the financial pressures on law firms and the concern about effective supervision.

While it is difficult to get precise information on how the current circumstances are affecting firms' plans for their articling students, we have obtained some information from the survey that was conducted. We have also heard anecdotally from both firms and students. We understand that the issue of most pressing concern is that for a variety of reasons many firms would prefer if their 2021 articling students were permitted to commence articling in the Fall, rather than in May or June of this year. It is unknown yet whether any firms will conclude that they are unable to honour the original start date, or that the firm may not be able to honour the articling arrangement altogether. A delayed start would provide added flexibility such that firms would not be committed to those articling students over the Summer.

This requires consideration of:

- (a) whether to abridge articles for the 2020 calls to permit students to complete their articling term prior to having served the required length of articles;
- (b) whether to permit students to commence articles later than the traditional commencement date of May or June; and if so
- (c) whether to truncate or abridge those articles to ensure that they are eligible for the mass call in June 2021.

Currently students must complete 52 weeks of articles as per Rule 5-5(1)(c) which provides the following:

Every articling student must serve, unless abridged by the CEO, at least 52 weeks of full-time articles or part-time articles which are equivalent to 52 weeks of full-time articles, as approved by the CEO.

Abridgements of more than four weeks may only be granted in exceptional circumstances.

CEO Policy versus Rule Amendment

We are not recommending the adoption of a rule that would decrease the length of articles to a fixed term, whether that be to eight months as is the case in Saskatchewan or to nine months (which most Manitoba students will have achieved by the end of April in any event). We fully expect that as this crisis resolves you will want to review the current articling model (we had anticipated we would be doing this in 2020 in any event) and consider how it best integrates with PREP. However, we do not have the luxury of time at the moment and so we are recommending an interim resolution that is in accordance with our existing rules.

Currently the CEO has the authority to provide an abridgement of more than four weeks in exceptional circumstances, and surely we are now in exceptional circumstances. Given that some firms (and no doubt some articling students) would like the opportunity to begin their articles sooner rather than later, we think the key consideration is flexibility. We are therefore recommending that in accordance with the authority granted under Rule 5-5(1)(c) the CEO adopt a policy that any student requesting an abridgement of articles in either the 2020 or 2021 call year will be granted an abridgement of up to 16 weeks.

Making a blanket determination now would provide a clear message to the profession that there will be some ability to make adjustments to a student's articles during an uncertain time. The proposed CEO policy would build in flexibility in the length of the articling term by allowing a minimum term of eight months, which may be attractive to 2020 Calls (whose firms might be considering lay-offs) and 2021 Calls facing delayed start dates. By leaving in the existing generally expected term of 12 months, those firms who remain in an economic position to honour the 12-month term and have developed robust articles, including various rotations, based on a 12-month term can go ahead as usual if they wish to do so. If they prefer to delay the commencement date of articles in their firm until as late as October 1 they may do so.

Making this determination creates some risk for articling students who were counting on 12 months of salary for their articling term. Firms that take advantage of a shorter eight-month article would presumably only pay their students for that period. While this may be a hardship on some students, the purpose of the change would be to encourage firms to maintain the number of positions they originally planned and not reduce their number of articling positions which ultimately benefits students.

A potential benefit of a late start date is the ability of 2021 calls to begin the new Practice Readiness Education Program (PREP) Foundation Modules without the distraction of articling commitments.

Competence concerns

Questions may arise around whether, by shortening the articling term, the Law Society risks abdicating some of its responsibility to ensure entry-level competence when lawyers are called to the Bar. There are factors that alleviate this concern. First, the length of the articling term varies across Canada ranging from six to 12 months. This is in part due to different bar admission requirements and in part due to the fact that there is little objective assessment of what the proper length of the articling term should be. In other words, there is no data on the appropriate length or articles that achieves the goal of entry-level competence.

The second important factor allowing for flexibility in the articling term is the PREP program has a focus on enhanced practice-readiness and will provide more robust training for students than the legacy bar admission program.

Third, whether or not a student's articles are truncated, principals will still be required to certify that the student is competent to be called to the Bar.

Administrative calls to the Bar

Traditionally in Manitoba articling students have been called to the Bar at the mass Call held in June of each year. This year it is scheduled for June 18, 2020 and in the current environment we have no alternative but to postpone that event. Therefore we have had to give consideration to the basis upon which students may be called to the Bar administratively.

The Law Society rules require that a candidate for a call to the Bar must be presented to the Court:

5-3.1 On the approval of an application for call to the bar:

(a) the applicant must be presented to the Court of Queen's Bench by a bencher or the chief executive officer;

(b) the presentation must take place at a sitting of the Court of Queen's Bench; and

(c) *the applicant must sign the rolls.*

There is also a provision which permits students to be called on a conditional basis:

Conditional practising certificate

5-14 The chief executive officer may refuse to issue a practising certificate to an applicant for call to the bar or may impose conditions or restrictions on the practising certificate of the applicant.

We anticipate adopting an administrative process whereby applicants will submit the standard application for call to the Bar together with the supporting documentation and fees. Once approved, a practising certificate will be issued subject to the condition that the applicant will attend a call to the Bar ceremony at a time and date set by the Society and then sign the rolls. The practising certificate will be issued subject to that condition. The lawyer will be entered into the database with practising status when they have paid their practising fees and contributions. We can print their names in the rolls so that they are technically registered in the rolls. Those admitted in this fashion can be presented to the court and actually sign the rolls at a later date and thereby fulfill the requirements of Rule 5-3.1.

This perhaps gives us an opportunity to clarify the operation of rules that were developed in another era and provide more flexibility in the call process. Section 17(1) of the Act includes as members of the Society “lawyers who are registered in the rolls of the society”. Technically that has only included lawyers who have signed the rolls. We recommend that to avoid any doubt, the following amendments be made to the rules:

Definitions

5-1 In this division,

“rolls” includes the Law Society’s electronic records for the purposes of s. 17 of the Act

Presentation to court

5-3.1 ~~On~~ Following the approval of an application for call to the bar:

- (a) the applicant must be presented to the Court of Queen’s Bench by a bencher or the chief executive officer at a date and time determined by the chief executive officer.
- (b) The presentation must take place at a sitting of the Court of Queen’s Bench; and
- (c) The applicant must sign the rolls.

Other jurisdictions

The Law Society has been in touch with counterparts across the country about issues concerning admissions and have heard that most jurisdictions are dealing with the same concerns. Ontario, British Columbia and New Brunswick are allowing an abridged articling term during this crisis on a case-by-case basis, while Saskatchewan has approved a blanket waiver of the 12-month articling term requirement, to allow all 2020 and 2021 Calls to have an eight-month minimum articling term. The Law Society of Saskatchewan did so because they had heard significant concerns about those students who are finishing their articles and the likelihood of layoffs. Ontario has indicated they are prepared to apply their compassionate leave provision generously, which gives their administration the authority to grant an abridgment of up to six weeks. Ontario currently has a ten-month articling term, while B.C.'s articling term is nine months.

The Law Societies of Ontario and B.C. have advised that they may make a broader policy decision depending on the number of concerns they receive in the days ahead. The Law Society of New Brunswick determined that it would consider applications on a case-by-case basis due to concerns about being seen by the profession to be giving tacit permission to lay off students-at-law. The Law Society of New Brunswick has developed an internal policy for granting adjournments, setting out the factors for consideration as they consider applications on a case-by-case basis. They have determined that they will grant abridgments of up to nine weeks.

The Law Society of Alberta decided on April 6, 2020 to change the articling term to a minimum of eight months to a maximum of 12 months for both the 2020 and the 2021 Calls. They also decided to increase the subsidy of the PREP program by \$1,000 per student. We are not currently making any recommendation to you with respect to the PREP program.

2. PREP Requirements

Registration for the first official offering of PREP began on March 31 and closes on June 26, 2020. To be admitted to the program, applicants must provide proof of a Canadian common law degree or Certificate of Qualification from the Federation of Law Societies of Canada. CPLED has advised applicants that, due to the COVID-19 crisis, there may be delays from universities and the Federation with releasing official documentation. In those cases, students will be required to self-declare their degree and/or certificate completion date during the registration process and upload their documentation as soon as they have it.

PREP is a nine-month program consisting of four distinct phases and is delivered through both online and face-to-face sessions. In the first phase of PREP, the Foundation Modules

are self-directed online study and offer a flexible start date where students can choose to begin anytime between June 1 and 30. There are 14 Foundation Modules, and each has a deadline; the final module must be completed by October 17. Phase two, Foundation Workshops are held at a five-day in-person session hosted in the fall. Phase three, Virtual Law Firm takes the students back online where they will work through simulated client files from beginning to end. The Capstone, the final phase of PREP, is a four-day in-person assessment which will be held in the Spring of 2021. Currently, students who have not yet secured an articling position can register for phase one, the online Foundation Modules only. They then have until September 25 to secure and commence articling to proceed to phase two, the Foundation Workshops of PREP.

The requirement for students to successfully complete PREP will remain; however, there may be some measures that can be put in place to facilitate completion of the program in the absence of concurrent articles.

Start date

To date, applicants have been permitted to begin the first phase of PREP, which consists of the online Foundations Modules, before commencing or securing articles. They were not permitted to begin the next phase of PREP, which commences in November, unless they had secured an articling position.

In light of the impact of COVID-19 on both law firms and students, the CPLED Board met on April 3, 2020 and is prepared to change this policy for the 2020-2021 PREP year to waive the requirement for students to have secured articles before commencing Phase Two. This would allow students to complete the entire PREP course without having secured articles. Then as firms determine they are able to offer articling positions, those students would be available to commence articling and not be precluded by virtue of the timing of PREP. This waiver would be granted this year only as a pilot project in response to the concerns around COVID-19 and the ability of students to secure articles.

In light of COVID-19 an analysis was conducted of whether PREP is able to achieve its goals if it is offered before the articling experience, rather than during articling. That analysis, which is **attached** concluded that it is not absolutely essential that PREP be taken alongside articles. Whereas the previous CPLED program was required to be taken simultaneously with and supported by the articling experience, PREP has been designed to incorporate more practical, experiential learning and it can do so in advance of articling (but not independent of articling).

Providing flexibility for both commencing articles and beginning PREP would create some flexibility for firms, as 2021 Calls could begin PREP as early as June 2020 and focus solely on that program and begin their articles in September or October, giving law firms or other principals more time to recover from the COVID-19 crisis before taking on a student. It

would also allow students to focus their attention on PREP without the distractions typically associated with articling. There is also a second offering of PREP which begins in December.

June Mass Interviews for 2022 Calls

At present mass interviews of students are scheduled to proceed at the University of Manitoba in June 2020. The survey reflected that 63.64% of the respondents would prefer to delay interviews until the fall. Anecdotally, we have heard from some students as well who are anxious about proceeding with the interviews in June whether remotely or otherwise. We have reached out to the University to discuss a postponement but to date have had no response.

The Rules provide as follows:

Recruitment of articling students in Winnipeg

5-6.1(2) The following process shall govern the recruitment of articling students in Winnipeg: a principal may only offer an articling position to a student who has, at a minimum, commenced his or her second year of law studies; the chief executive officer must designate the date and time when a principal may communicate an offer of an articling position to a student and the earliest date and time by which the student must accept the offer; an offer of an articling position made by a principal must remain open until the acceptance date and time designated by the chief executive officer under sub-paragraph (b) or any extended period permitted by the principal; and after the deadline to accept an offer has passed, a principal may offer an articling position to any student who has not yet accepted an offer of articles provided the student has, at a minimum, commenced his or her second year of law studies.

Pursuant to the rules the Law Society has the authority to dictate when offers to articling students may be made. Inherent in that is the ability to designate the date on which mass interviews will proceed. We recommend that pursuant to that authority the Chief Executive Officer retract the current recruitment guidelines and issue a new guideline setting a date and time and process for interviews to take place in the Fall of 2020.

Recommendations

The intention of these recommendations is to recognize the extraordinary circumstances that lawyers find themselves in as a result of the COVID-19 pandemic. As cash flow is impacted, lawyers and firms will have to make choices about expenditures. By creating some flexibility in the duration of articles it is hoped that firms might be more willing to take on articling students or at least not shrink the number of students they had planned to bring on.

It is recommended that the benchers approve a response to the COVID-19 concerns that will include the following:

- a) The CEO will adopt a policy under Rule 5-5(1) that for 2020 and 2021 calls, abridgements of up to 16 weeks will be granted upon request.
- b) The Mass Call scheduled for June 2020 will be postponed, and students seeking to be called to the Bar will be granted conditional calls administratively.
- c) Amendments will be made to the rules as proposed herein to support the ability to implement administrative calls.
- d) The CEO will retract the articling recruitment guidelines previously issued for 2020 and establish a new guideline setting a date and time and process for interviews to take place in the Fall of 2020.

Atc.

MEMO

Separating PREP and Articling

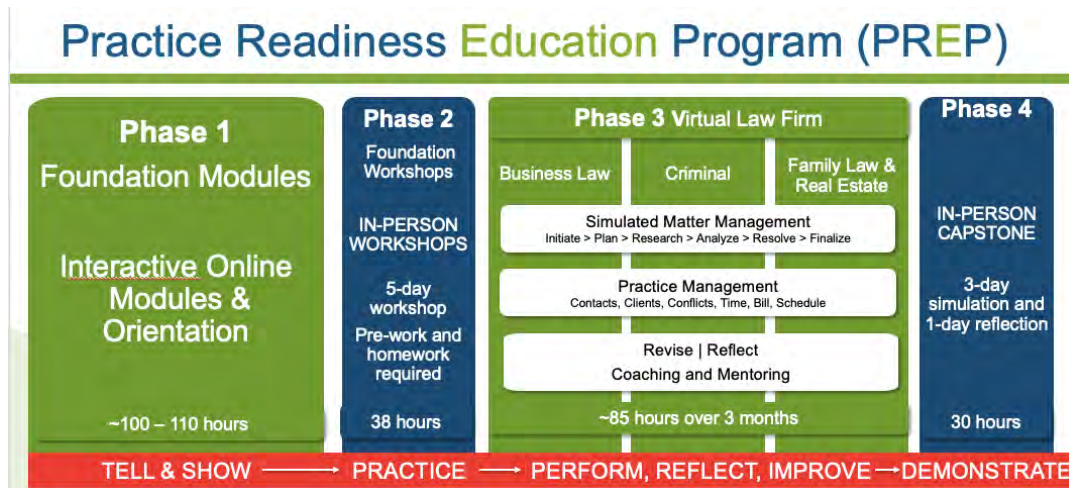
To	CPLED Board of Directors
From	Dr. Kara Mitchelmore
Date	March 27, 2020

Decision **Information** **Discussion / Feedback**

Educational Design Perspective

The Canadian Center for Professional Legal Education **Practice Readiness Education Program (PREP)** is both a training course of professional legal learning and an assessment zone for professional legal knowledge, skills, values and attitudes. The ultimate assessment is designed to ensure that candidates have demonstrated they possess the required entry-level competencies, in order to provide legal services effectively and in the public interest. Given the evolving situation surrounding the Covid-19 pandemic, the CPLED Board is considering allowing students to take the entire PREP program without having obtained an article. This would be a situation specific remedy to address firms taking on less article students in the short to mid-term. The question to be answered in this paper is whether PREP can achieve its goals if the training program is offered before the articling experience, instead of during articling.

As an overview of the design, PREP consists of four integrated phases which flow into each other, with elements that reach back to prior phases and look forward to future phases. The design is that of the spiral curriculum, where we set increasingly sophisticated assessment tasks for students on knowledge, skills and values as the program progresses.



Spiral learning is explained by Paul Maharg as follows:

“The spiral metaphor is a useful way of envisaging the program because it allows for a number of passes through the material to be learned, at higher or more sophisticated or complex levels of knowledge or attainment. This is crucial for the development of skills. It also allows different skills to be taught at the same time in an overlapping learning process. If we take the example of interviewing skills and following a basic cycle of tell-show-do-review, students will

1. *Work through foundational content on client interviewing. (Phase 1)*
2. *Participate in a multimedia module based on an initial client interview (Phase 1)*
3. *Introduction to the Assessment Criteria for Interviewing and practise the competences in first client interviews (Phase 2)*
4. *Be assessed on the competences in first interviews in a business law and family law matter (Phase 3)*
5. *Reflect on interviewing competence with three opportunities to meet individually with Practice Managers for ½ hour to discuss simulated client feedback and discuss plans for competence improvement, (Phase 3)*
6. *Be assessed on the competences in a first and a subsequent interview; or develop a more complex assessment out of the interview (Phase 4)*

The curriculum spiral is thus a model of learning that can be client-centred and justice-centred as well as learner-centred. It is also a model, which by its nature encourages an innovative and interactive approach to learning.”¹

Although PREP’s competency based curriculum runs concurrent with Articling, it is not integrated into the students’ articling experiences. There is no integration of learning experiences between PREP and articling. They are quite independent. This is due to factors

¹ *Knowledge, Skills, Values, Attitudes: Professional Assessment in the Canadian Centre for Professional Legal Education, Practice Readiness Education Program (PREP), Paul Maharg, Johnston, Mitchelmore, Pierce, 2019*

such as the breadth of practice settings in which students article (firm vs. in-house), large variety of practice areas, firm size, the inconsistent levels of coaching and mentoring provided to students within articles, and a variety of other factors. In fact, all of the work that has been done with the psychometrician to date has focused solely on the defensibility of the program and does not take the articling experience into account due to its high level of variability.

Thus, the program was designed to ensure that students, regardless of articling experience, jurisdiction to which to seek bar admission, or law school from which they graduated, is getting exposure, training and assessment across the full spectrum of the CPLED competencies, namely:

- lawyer skills (oral advocacy, client-centric interviewing, negotiating, research, legal writing and drafting, matter management)
- practice and self-management (trust accounting, file management, technology tools)
- professional ethics & character (integrated ethical dilemmas, problem solving skills)

Additionally, PREP explores several practice areas (criminal, business, family, real estate) and gives students exposure to different types of matters. This opens the students' eyes to alternate areas of practice and allows them to experience the competencies in a variety of practice areas.

By situating articling after PREP, spiral learning will not be negatively impacted, and has the potential to provide more positive outcomes for students, firms and the regulators. There is a strong case for allowing students to focus on the training program before beginning their term of articling. The most compelling is the time commitment required to effectively work through the four phases of PREP, which includes allowing sufficient time to:

- learn the content
- complete high-quality tasks
- perform adequate research
- review assessor feedback
- reflect upon their competency development process (training students to do robust reflection so they can become reflective practitioners)

PREP would not be the first program to offer a training program in this manner. The Law Practice Programs offered at Ryerson University and University of Ottawa, and Lakehead's Integrated Practice Curriculum, are acceptable paths to bar admission for the Law Society of Ontario. These training programs take place full time over four months with an additional four months of work placement from January to April.

An article entitled *Ahead of the Curve: Turning Law Students into Lawyers*, describes the Daniel Webster Scholar Honors Program (DWS, University of New Hampshire School of Law). The program design has many of the same components and attributes as PREP, immersing students in experience-based learning settings, simulated clients (trained by Professor Paul Maharg), simulated matters, and provides formative, reflective, and summative assessment. In a study

of the quality of lawyers coming out of the DWS program, DWS graduates were able to hit the ground running, working with clients and taking a lead role on cases immediately.²

Student Perspective

Throughout the pilot offering of the new PREP, students have been asked to provide feedback on the program. Although the feedback has been overwhelmingly positive, the repeated negative feedback concerns the conflict between articling and PREP studies, and the lack of time to do both effectively. Students report they spend more time in PREP than they expected.

This is causing a high level of stress to students as they balance their studies with their articling obligations. Given that the revised CPLLED competency framework increased the number of competencies that bar admission students are required to demonstrate at an entry level by 50%, the increased time commitment is required for student success.

Additionally, during the 5-day face to face Foundation Workshops, students and principals were directed to set the week aside for studies as the students would be in class from 9-5 with evening homework and reflection requirements. However, students shared with staff and workshop facilitators that they were working on articling tasks early in the mornings, during lunch break, in the evenings and some were even working during the workshops stating that they did not have a choice. Students were asked, by a show of hands, how many of them were doing work for their firms during the week, and over 70% of the students raised their hands.

Below are comments from two of our students that are very representative of the feedback we have been getting from our other pilot students:

“First and foremost, I wholeheartedly believe that the entire CPLLED program should be run full time together before students begin working at a firm. It would place less stress on students, allow them to learn content before they're expected to do it at a firm, and eliminate conflicts over students' time between firm work and CPLLED.” 2019-20 Calgary Pilot Student, SM

“If we were doing nothing but CPLLED to become lawyers, this would be great. But that is simply not reality. If there is a refusal to modify the content, then the format needs to be administered prior to our formal articling year. You likely have pressure from firms NOT to do this, but I know my firm at least would be interested in offering it [the Foundation Modules] as a month of CPLLED, rather than this spread out format.” 2019-20 Calgary Pilot Student, SM

Students also found that the opportunities they had to practice various competencies integrated into PREP before they were actually asked to perform such tasks in their articles

² Ahead of the Curve: Turning Law Students into Lawyers, Alli Gerkman, Director, Educating Tomorrow's Lawyers & Elena Harman Principal, Vantage Evaluation

were appreciated, and also sometimes expressed frustration that they did not learn these skills before having to perform them in their articles.

*“I liked the sample **retainer/opinion letter/demand letter**. Reading about legal writing in the abstract is helpful, but I needed to see good examples of the above documents to help me relate the concepts to the work I actually do as an articling student.”*

*“**The research and writing** components were actually pretty good refreshers. If they could be moved earlier in Phase 1, I think that would be for the best. When we got to these portions I had already written (and received feedback on) a number of memos (from my principal).”*

*“I very much appreciated the opportunity to exercise this skill (**client interviewing**) as most of my firm's clients are institutional and I rarely get a chance to interview.”*

*“This module (**Interviewing**) was really useful. Again, as someone who is articling in-house this is information I would not otherwise have the opportunity to engage with, so I am really glad it has been included.”*

*“I think the **interview** experience was fairly realistic and something plenty of new lawyers would have to deal with, although BigLaw less so.”*

*“I thought the Bongo (**advocacy**) exercise was useful practice. I also really appreciate the advocacy on chambers motion guide. As I am doing my articling in-house, I don't go to court, so the guide made me feel more prepared to go into a chambers setting.”*

*“**Trust accounting**--I don't touch that in articling, so this was new.”*

*I felt all the tasks were realistic representations of what a new lawyer may be asked to do. I don't know that **negotiation** prep is as structured as the framework we used, but I found it helpful, nonetheless.*

Students also appreciated the templates, checklists and precedents that were provided throughout the Foundation Modules, Foundation Workshops and Virtual Firm rotations. These are tools they can take with them into their careers.

Firm and Principal Perspective

During the early design phase of the new PREP, the CPLED CEO met with firms to get insights into the competencies and skills that students often lack, and whether having those skills would enable their students add value to their firm from day one. One such skill identified was technology. In response, PREP requires students to obtain certified qualification in technology tools such as Word, PowerPoint, Excel and PDF.

Principals and firms generally struggle to set aside sufficient time for students to focus on their PREP tasks. One student was falling behind so a discussion took place between the Principal, the Student and CPLED staff. The principal's main concern was that the student was constantly worrying about PREP and it was taking away from his learning in the law firm. He was concerned about this and mentioned that the student was barely sleeping.

Regulators and Fairness Commissioners

Regulators have **education, assessment** and **experience** prerequisites for admission to the profession in the interests of public trust. Fairness Commissions require that law societies ensure that its registration practices are **transparent, objective, impartial** and **fair**. Balancing all of these requirements can be a challenge. Advances in technology have allowed PREP to provide effective practical experience in client interviewing, oral advocacy and negotiation skills. Our well-designed assessment criteria provide **objective** assessment. Sharing these criteria with students at the beginning and then throughout the program provide **transparency**. PREP's anonymous assessment supports **impartiality**. During times when articling positions are limited, especially to internationally trained lawyers, or in light of the current COVID 19 limitations on face to face learning, it is important that in the interests of **fairness** and **access** to the profession, environmental considerations do not unreasonably limit a person's ability to practice in their chosen profession. PREP provides practical training in a virtual environment that can actually be more effective than face to face training experiences.

Also, in the interests of fairness, PREP has integrated practice tools into the program that may not be available to all students in all articling environments. These include a one-year membership to LexisNexis, Clio Practice Management software and the Procetas Legal Technology Assessment.

PREP has integrated a wide range of cutting-edge learning technologies and tools into its program, including multimedia, interactive tools, video assessment opportunities and virtual meetings with experienced lawyers who act as Practice Managers. Students who have completed the program are going to be better equipped to obtain articling positions and hit the ground running.

Financing Considerations

Presently students only receive subsidies for their tuition if they are registered with a law society as an articling student. Students without articles who start the PREP Foundation Modules pay the full unsubsidized price for this phase of the program. If they secure articles while in the foundation modules they receive the full subsidy, which is applied to the remainder of the tuition. If they do not secure articles, they must withdraw from the program.

If PREP is separated from articling, students could take the entire program without articles; they would be required to pay the full unsubsidized price. If a student completed the program and then secured articles, the law society would reimburse the student for the subsidy directly. As each law society has or may develop jurisdiction-specific bursary and/or scholarship programs, any decisions surrounding assisting students with financial need would be made at the local level.

Conclusions

We began our examination of separating PREP from articling as a way to manage bar admission in the midst of the Covid-19 crisis. Our analysis leads us to the conclusion that this kind of redesign has the potential to create:

- A better student experience of PREP
- A student who is better equipped for articles
- A better student and firm experience of articles, without the conflict resulting from the dual roles of articling and being a PREP student, and
- New lawyers who are more competent, and better equipped to serve their clients

Appendix: Additional Student Feedback

This module was good, but again, way too long. For the soft skills / more ephemeral parts of CPLLED, less is more. I can't delegate CPLLED, so this task needs to be manageable and in line with the realities of articling. Carving out 15 hours in a week to do all this was really daunting and exhausting.

"Prepare yourself..." Try to get your firm to offer modules as time off from the office. Only way to make this work successfully.

Don't accept an article at a firm that doesn't give you dedicated CPLLED/PREP time. It is an onerous program and be prepared to reduce your personal commitments drastically.

Start as early as possible - I really do think it needs to be released before students start their articling so they can get a head start.

Leave yourself time to reflect - it is very helpful to the learning process.

Block out a certain amount of time each week for CPLLED. It is a lot less meaningful when you are rushing through because you have a 60-70 hour week of other work.

Prepared by Janet L. Pierce, MBA, FCPA, FCMA, March 29, 2020

SUMMARY OF SURVEY RESULTS - 73 RESPONDENTS

78.08% of students do not agree that COVID has affected the ability of their principal to supervise and instruct the student during their articles. 21.92 % agree that it does have an impact.

61.64 % of the students said that if laid off before the 52 week articling period was over they would have serious financial difficulty. 23.29 % would have some financial difficulty and 10.96% would have no significant impact.

15 students said they were concerned about their ability to practice law if their articling term was reduced.

68.12 said that their law firm was not holding off on job offers because of COVID. 31.88 % said they were.

77.46 % said if they were laid off early during articling and did not have a job offer that would affect their ability to pay the \$630 call fee. 22.54 % said it would not.

60.27% said they were guaranteed a job after articling. 39.73% said they were not.

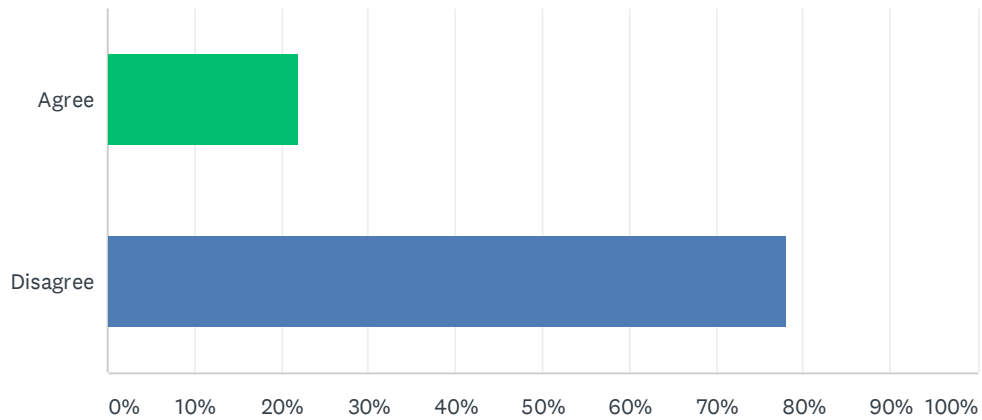
22 students thought it likely that their firm would lay them off early if the required term was reduced below 52 weeks.

In a general question asking students about their concerns, many were concerned about the actual call ceremony, whether it could proceed, how they would be called in the event it was postponed or cancelled. Those who are already eligible for an early call are concerned about how that would take place. Some have expressed a concern about a delay in their call due to COVID. While the majority of students appear to be continuing work from home, some have expressed guilt about the amount of work they are able to do and would like their firm to have the option of laying them off. Parents have expressed concern that with school aged children at home, they are unable to work full time hours and have asked about reduced hours. Others are concerned as to whether any of their time worked at home will count toward their articles.

Late today the University of Manitoba provided us with the results of a survey of those law firms/organizations participating in this years' 2021/2022 mass articling interviews. In response to the question: "Would you be open to interviewing remotely during the interview week which is slated for the 1st week of June?", nine of the firms said yes, two said no and 5 were indifferent. In the poll conducted by the Law Society 63.64% of the firms indicated they would prefer to defer the interviews until the Fall. Unfortunately we canvassed only the designated representatives of law firms and so did not obtain the input of some large employers such as Legal Aid and Manitoba Prosecutions. However we have since spoken with Manitoba Prosecutions and informally they have indicated they are not troubled by either the proposed length of articles or the deferral of interviews.

Q1 In your opinion, has COVID affected the ability of your principal to supervise and instruct you during your articles?

Answered: 73 Skipped: 0

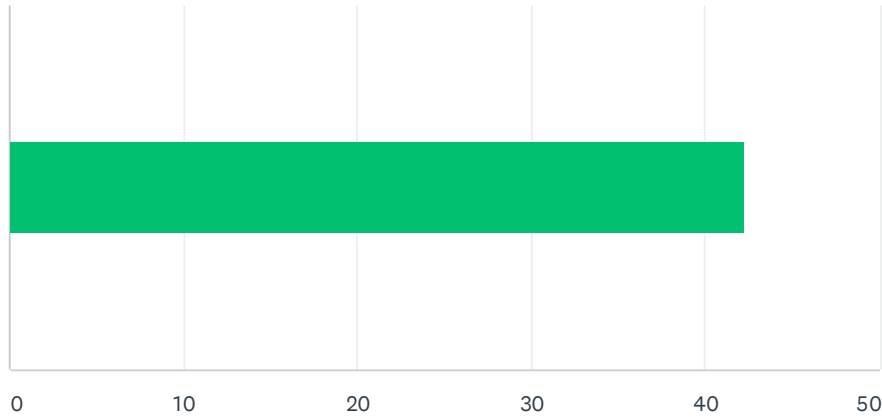


ANSWER CHOICES	RESPONSES
Agree	21.92% 16
Disagree	78.08% 57
Total Respondents: 73	

#	OTHER (PLEASE SPECIFY)	DATE
1	I disagree because the circumstances and privilege of my articles being in a small firm is that we are able to work out a procedure where we can check in daily, have opportunities to get feedback on work and continue to participate in meetings remotely. This may not be a privilege that everyone has access to and I want to acknowledge that.	4/9/2020 1:55 PM
2	I am having daily communication with my supervisor, and weekly meetings.	4/9/2020 1:19 PM
3	My office has kept open and my principal and I have been working out of the office.	4/9/2020 1:16 PM

Q2 On a scale of 1 to 10 how much has the supervision of your articles decreased or increased during COVID? 0 for extreme decrease, 5 for no change, 10 for extreme increase.

Answered: 71 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	42	2,997	71
Total Respondents: 71			

#		DATE
1	41	4/13/2020 11:46 AM
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5	40	4/10/2020 2:51 PM
6	50	4/10/2020 9:57 AM
7	48	4/9/2020 11:15 PM
8	58	4/9/2020 10:07 PM
9	50	4/9/2020 8:27 PM
10	40	4/9/2020 8:19 PM
11	50	4/9/2020 7:11 PM
12	40	4/9/2020 6:15 PM
13	60	4/9/2020 4:58 PM
14	50	4/9/2020 4:36 PM
15	50	4/9/2020 4:25 PM
16	50	4/9/2020 3:44 PM
17	44	4/9/2020 3:23 PM
18	5	4/9/2020 2:54 PM
19	50	4/9/2020 2:24 PM
20	4	4/9/2020 2:18 PM
21	50	4/9/2020 2:16 PM
22	50	4/9/2020 2:14 PM
23	60	4/9/2020 2:14 PM
24	49	4/9/2020 2:12 PM
25	50	4/9/2020 2:08 PM
26	66	4/9/2020 2:07 PM
27	45	4/9/2020 2:07 PM
28	50	4/9/2020 2:05 PM
29	63	4/9/2020 2:00 PM
30	50	4/9/2020 1:58 PM
31	50	4/9/2020 1:56 PM
32	60	4/9/2020 1:55 PM
33	60	4/9/2020 1:50 PM
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37	40	4/9/2020 1:41 PM

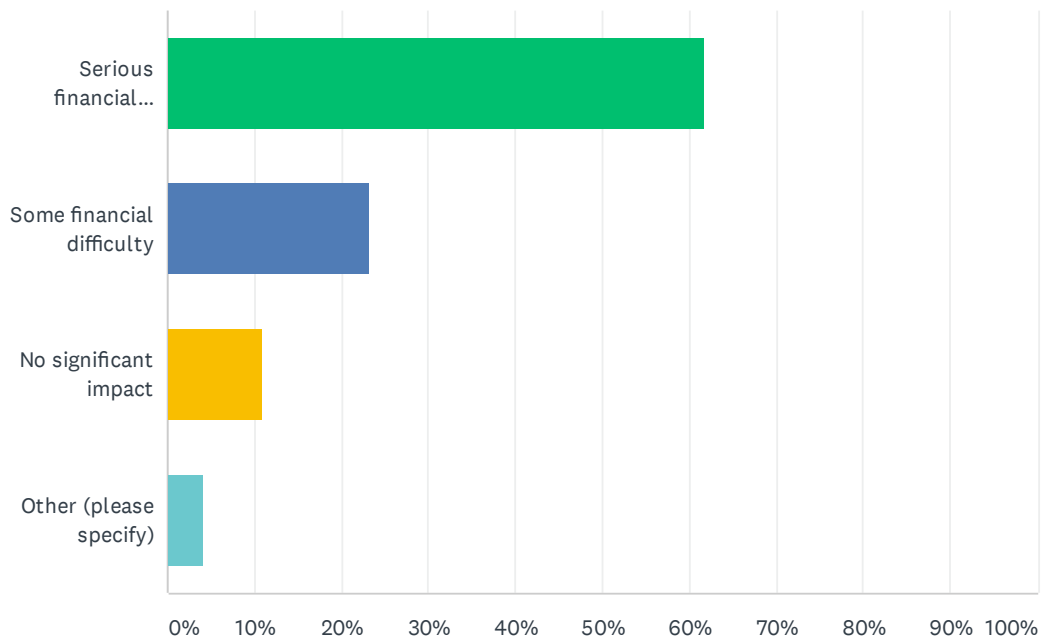
Concerns about Articling During COVID

SurveyMonkey

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55	50	4/9/2020 1:19 PM
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65	50	4/9/2020 1:16 PM
66	50	4/9/2020 1:16 PM
67	50	4/9/2020 1:15 PM
68	60	4/9/2020 1:14 PM
69	70	4/9/2020 1:14 PM
70	40	4/9/2020 1:14 PM
71	40	4/9/2020 1:14 PM

Q3 How would you be impacted financially if you were laid off before the 52 week articling period was over?

Answered: 73 Skipped: 0

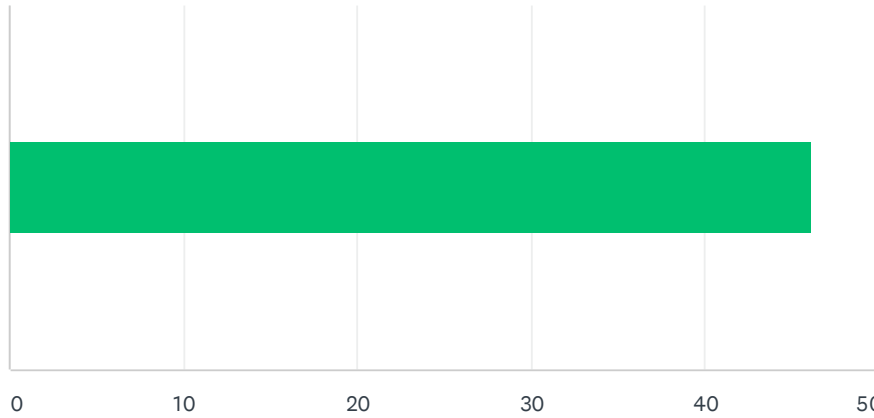


ANSWER CHOICES	RESPONSES
Serious financial difficulty	61.64% 45
Some financial difficulty	23.29% 17
No significant impact	10.96% 8
Other (please specify)	4.11% 3
TOTAL	73

#	OTHER (PLEASE SPECIFY)	DATE
1	I am aware that I will not be laid off.	4/9/2020 4:25 PM
2	I am not doing paid articling. I am from Toronto, On. It will more benefical for me if I could finish off earlier.	4/9/2020 2:18 PM
3	Can transfer articles to new firm	4/9/2020 2:14 PM

Q4 Has your work load increased, decreased, or stayed the same during COVID? 0 for major decrease, 5 for stayed the same, 10 for major increase.

Answered: 73 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	46	3,368	73
Total Respondents: 73			

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8	60	4/9/2020 10:07 PM
9	70	4/9/2020 8:27 PM
10	40	4/9/2020 8:19 PM
11	35	4/9/2020 7:11 PM
12	38	4/9/2020 6:15 PM
13	80	4/9/2020 4:58 PM
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15	51	4/9/2020 4:25 PM
16	83	4/9/2020 4:12 PM
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18	31	4/9/2020 3:23 PM
19	4	4/9/2020 2:54 PM
20	50	4/9/2020 2:24 PM
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24	100	4/9/2020 2:14 PM
25	50	4/9/2020 2:12 PM
26	45	4/9/2020 2:08 PM
27	87	4/9/2020 2:07 PM
28	50	4/9/2020 2:07 PM
29	49	4/9/2020 2:05 PM
30	50	4/9/2020 2:00 PM
31	50	4/9/2020 1:58 PM
32	50	4/9/2020 1:56 PM
33	30	4/9/2020 1:55 PM
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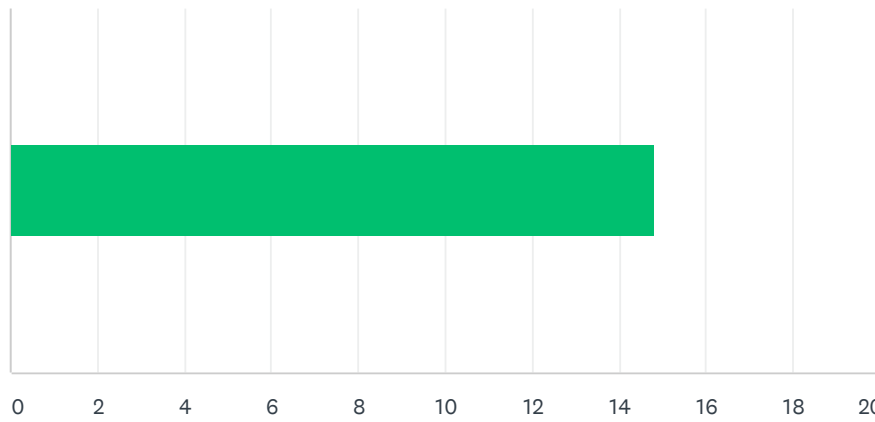
Concerns about Articling During COVID

SurveyMonkey

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45	5	4/9/2020 1:31 PM
46	90	4/9/2020 1:31 PM
47	32	4/9/2020 1:29 PM
48	50	4/9/2020 1:28 PM
49	50	4/9/2020 1:24 PM
50	45	4/9/2020 1:24 PM
51	54	4/9/2020 1:23 PM
52	70	4/9/2020 1:22 PM
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54	5	4/9/2020 1:22 PM
55	50	4/9/2020 1:21 PM
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66	32	4/9/2020 1:17 PM
67	35	4/9/2020 1:16 PM
68	87	4/9/2020 1:16 PM
69	35	4/9/2020 1:15 PM
70	60	4/9/2020 1:14 PM
71	0	4/9/2020 1:14 PM
72	40	4/9/2020 1:14 PM
73	40	4/9/2020 1:14 PM

Q5 Are you concerned about your competence to practise law if your articling term was reduced?

Answered: 54 Skipped: 19



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	15	799	54
Total Respondents: 54			

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8	1	4/9/2020 8:27 PM
9	11	4/9/2020 6:15 PM
10	0	4/9/2020 4:58 PM
11	0	4/9/2020 4:36 PM
12	0	4/9/2020 3:44 PM
13	31	4/9/2020 3:23 PM
14	0	4/9/2020 2:54 PM
15	0	4/9/2020 2:24 PM
16	2	4/9/2020 2:18 PM
17	1	4/9/2020 2:16 PM
18	0	4/9/2020 2:08 PM
19	35	4/9/2020 2:07 PM
20	30	4/9/2020 2:07 PM
21	0	4/9/2020 2:00 PM
22	0	4/9/2020 1:58 PM
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27	14	4/9/2020 1:41 PM
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32	20	4/9/2020 1:32 PM
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36	0	4/9/2020 1:28 PM
37	0	4/9/2020 1:24 PM

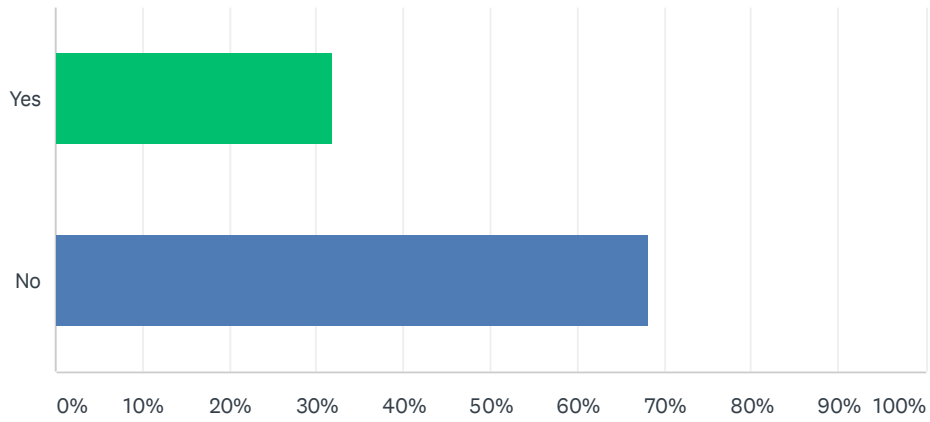
Concerns about Articling During COVID

SurveyMonkey

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41	0	4/9/2020 1:19 PM
42	2	4/9/2020 1:18 PM
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45	0	4/9/2020 1:17 PM
46	66	4/9/2020 1:17 PM
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49	4	4/9/2020 1:17 PM
50	0	4/9/2020 1:16 PM
51	0	4/9/2020 1:15 PM
52	100	4/9/2020 1:14 PM
53	50	4/9/2020 1:14 PM
54	0	4/9/2020 1:14 PM

Q6 Is your law firm holding off on making job offers because of COVID?

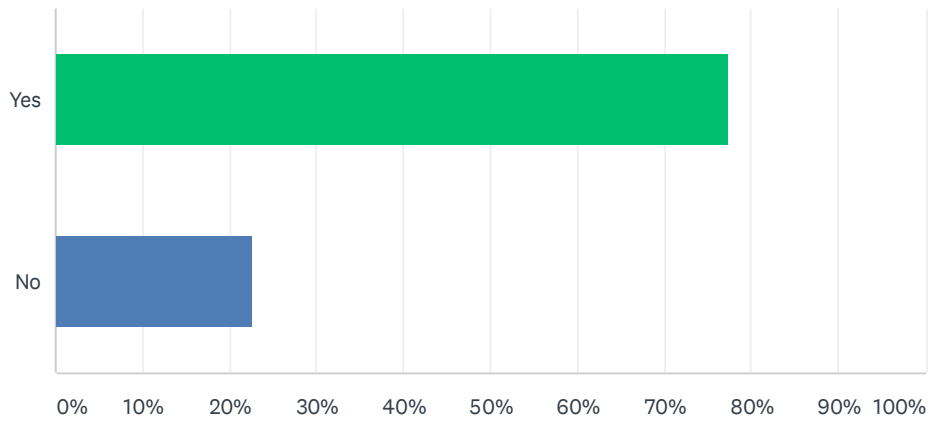
Answered: 69 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	31.88%	22
No	68.12%	47
TOTAL		69

Q7 If you were to be laid off early during articling and did not have a job offer, would that affect your ability to pay the \$630 call to the Bar fee?

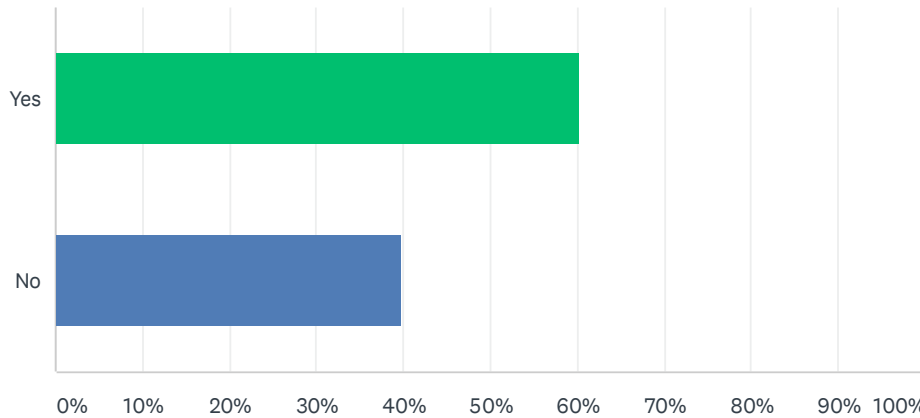
Answered: 71 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	77.46%	55
No	22.54%	16
TOTAL		71

Q8 Have you been promised or offered a job after articling and that promise has not changed since COVID started? In other words, are you guaranteed a job after articling?

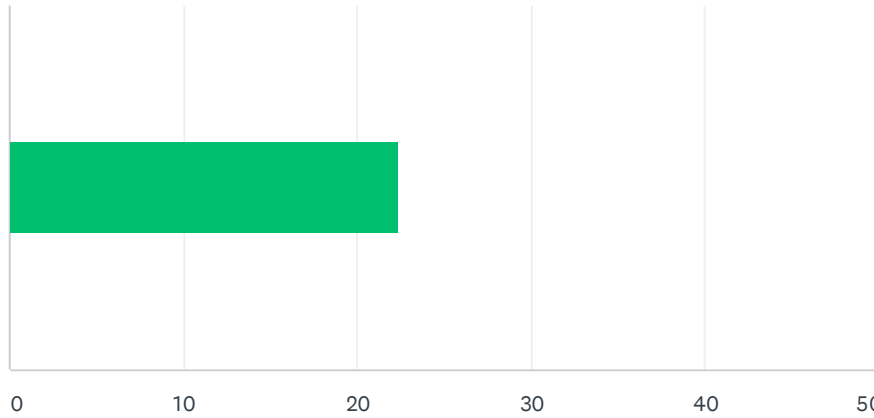
Answered: 73 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.27%	44
No	39.73%	29
TOTAL		73

Q9 How likely do you think it is that your firm will lay you off before the 52 week articling term ends, if the required term is reduced below 52 weeks by the Law Society?

Answered: 58 Skipped: 15



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	22	1,297	58
Total Respondents: 58			

#		DATE
1	80	4/13/2020 11:46 AM
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5	24	4/10/2020 9:57 AM
6	0	4/9/2020 11:15 PM
7	26	4/9/2020 10:07 PM
8	64	4/9/2020 8:27 PM
9	40	4/9/2020 7:11 PM
10	30	4/9/2020 6:15 PM
11	0	4/9/2020 4:36 PM
12	29	4/9/2020 3:44 PM
13	34	4/9/2020 3:23 PM
14	5	4/9/2020 2:54 PM
15	40	4/9/2020 2:24 PM
16	50	4/9/2020 2:18 PM
17	1	4/9/2020 2:16 PM
18	0	4/9/2020 2:14 PM
19	0	4/9/2020 2:08 PM
20	35	4/9/2020 2:07 PM
21	0	4/9/2020 2:05 PM
22	0	4/9/2020 1:56 PM
23	10	4/9/2020 1:55 PM
24	30	4/9/2020 1:50 PM
25	0	4/9/2020 1:46 PM
26	0	4/9/2020 1:45 PM
27	50	4/9/2020 1:41 PM
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35	10	4/9/2020 1:31 PM
36	70	4/9/2020 1:29 PM
37	10	4/9/2020 1:28 PM

Concerns about Articling During COVID

SurveyMonkey

38	0	4/9/2020 1:24 PM
39	9	4/9/2020 1:23 PM
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41	50	4/9/2020 1:22 PM
42	0	4/9/2020 1:22 PM
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44	0	4/9/2020 1:19 PM
45	0	4/9/2020 1:18 PM
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53	0	4/9/2020 1:16 PM
54	0	4/9/2020 1:16 PM
55	0	4/9/2020 1:15 PM
56	80	4/9/2020 1:14 PM
57	60	4/9/2020 1:14 PM
58	51	4/9/2020 1:14 PM

**Q10 Do you have any other concerns about Articling or CPLED that have arisen because of COVID that you want to be raised to the Law Society?
These concerns will be raised anonymously.**

Answered: 38 Skipped: 35

#	RESPONSES	DATE
1	If we reduce the call to the bar - like Alberta did - my only concern would be who could be in the room for my call. Alberta is making it so that it is you and your principal. I would like to see it that you can bring two people of your choice without having it be your principal	4/13/2020 9:31 AM
2	My main concern/fear with the current situation has been that our call to the Bar would possibly get delayed as a result. I think most of my fellow students would agree that it would feel somewhat deflating to have this happen, after all the work that has been put in to this point (and continues to be put in). Although I fully understand that we may not be able to have a big ceremony to celebrate the occasion (for obvious reasons), it would still be reassuring to know that these circumstances (which we cannot really control outside of following the recommendations of health officials) will not threaten our ability to be called to the Bar on time.	4/10/2020 2:51 PM
3	The impact is clear - courts are changing policies daily. It becomes hard to follow and the information sharing is sporadic. At the end of the day- if articles were cancelled or reduced I would be in a very difficult financial position. And it seems as though the government financial relief would not apply to us. Regardless, my other employment does not start until the end of June. I am currently working from home & really hope they do not change the terms of articles or the length. What I would like information on is - what will being called look like ? No ceremony but - is there a different mechanism for us to be called and eligible to practice ?	4/10/2020 9:57 AM
4	As a parent, the school/daycare closures are what have had the greatest impact on my ability to work and complete my articles.	4/9/2020 7:11 PM
5	I am unclear on how the call to the bar ceremony will take place given the recent notices from the court in limiting hearings to urgent matters. Also I had intended to rent robes for the ceremony from the law society. Given the current situation it seems unlikely we will be able to do so but it is also likely too late to purchase and alter robes in time. Will the obligation to attend in robes be removed given the current pandemic?	4/9/2020 6:15 PM
6	I assume you will already be raising the issue of call during the meeting, but it would be great to know that we will be able to be certified as lawyers and called "virtually" so we can accept conditional offers. Thanks Jason for all your hard work! :)	4/9/2020 4:25 PM
7	My work has increased tremendously in the criminal law field due to the DAILY changes to the procedure.	4/9/2020 4:12 PM
8	No. Abridge the articles, cancel the mass call and don't mess up people's call dates as new job is waiting.	4/9/2020 3:44 PM
9	I have no concerns. Even though I am not in court as frequent as prior to COVID-19, my office Solicitor's work has increased.	4/9/2020 2:54 PM
10	I hope that if our Call to the Bar ceremony is cancelled, we will still be able to get "called" and be licensed in June 2020. In addition, I hope that will also reduce the Call to the Bar fee significantly if we do not have a ceremony.	4/9/2020 2:24 PM
11	I am here alone away from my family. I am extremely concerned, what if I get sick. Which has been very stressful especially since COVID -19	4/9/2020 2:18 PM
12	Mental health is suffering. Changing procedures are rapid and stressful.	4/9/2020 2:14 PM
13	My only concern would be if the law society tried to extend the length of our articling.	4/9/2020 2:08 PM
14	I have a job lined up at the end of my articles in another jurisdiction and need to be called to the bar in time to transfer to that jurisdiction. Allowing for a shorter term but still being called to the bar at the same time would not affect me, but I am worried of the impact on my ability to transfer and commence my new job if articles are extended.	4/9/2020 2:05 PM
15	All articling students that have passed CPLED should be called to the bar. The call of the bar ceremony can be postponed. Students are still being supervised remotely by their principal.	4/9/2020 2:00 PM
16	I am in a positive situation because I am concluding my articles in May and am starting a new job with a new employer. I am concerned for my classmates who are worried about not being able to finish articling and will have an exceptionally difficult time finding employment after articling. I am also concerned about the inconsistent practices at different firms regarding working from home. I had to convince my firm to let me work from home despite pushback even	4/9/2020 1:58 PM

though I have the capacity to do all of my work from home. I think that firms should do more to accommodate students who would like to work from home without giving students a hard time.

17	If I am not to have a ceremony, I don't think we should have to pay the \$630. Even if the ceremony is postponed, I think people should have the option to opt out as it will merely be a formality at that point.	4/9/2020 1:56 PM
18	My concerns are hoping that if there are a minority of articling students who are severely struggling because of COVID related issues, that the minority's needs and concerns are addressed appropriately. COVID-19 is something that has impacted not only us as students, but everyone globally in ways are absolutely beyond our individual control. If it is within the Law Society's authority and leadership as collective to make accommodations so that all the students are able to get through this without any major drawbacks, then I sincerely hope that they will consider all possible solutions to do so.	4/9/2020 1:55 PM
19	If the law society could clarify how call to the bar will occur that would be greatly appreciated. Understandably, I think many students are aware the ceremony portion of the call to the bar will occur. However, it was communicated to us at the last in person CPLED that a lot of the fee was attributable to the actual costs of arranging the formal ceremony. If we do not have a formal ceremony but instead are, for example, paper called would the fee be drastically reduced? Or, will we receive our call to the bar but the ceremony itself will be delayed and we will still be required to pay the fee? Thanks for all your work, Jason!	4/9/2020 1:50 PM
20	I have continued to work full-time hours since the pandemic has started. I have been mostly working from home but have gone in when needed. I am being supervised in everything that I do. I do not believe that articling should be extended unless there is a need to in a specific case. An administrative call to the bar on June 18 should be allowed if we are unable to have the ceremony on that date. Also, as the Call to the Bar is, for many of us, the most important event of our lives so far, the ceremony should be postponed and not cancelled. If this pandemic extends into next year, I believe that it would be acceptable for us to have an administrative call this year, and then join next year's students for their Call to the Bar ceremony.	4/9/2020 1:45 PM
21	I feel guilty that the work that I am doing for my firm does not currently justify my pay because of the decrease in work but that my firm feels obligated to keep me on during this time. I would like my firm to have the option to be able to lay me off and for me to be able to receive EI and return to work when there is more work. However, in my particular circumstances, not being "employed" would also effect my ability to sponsor my newly-landed spouse for immigration.	4/9/2020 1:41 PM
22	For people who now have full time childcare responsibilities it is nearly impossible to work full time hours. If we have to reduce hours to meet childcare needs, will we still be able to get our call?	4/9/2020 1:39 PM
23	I am concerned about call to the bar, and what will happen in June. As long as call is able to occur, I don't mind if the ceremony itself is cancelled or postponed.	4/9/2020 1:38 PM
24	For those of us who have requested an early call date, will this still be possible? I realize that COVID-19 may prevent physical ceremonies from taking place, but this will likely still be true for the mass call on June 18, 2020. Personally, I will be completed my 52 weeks of articles on May 8, 2020 and an early call would go a long way in mitigating the supervision issues posed by COVID-19.	4/9/2020 1:34 PM
25	Joan Holstrom has been very rude and condescending towards students during CPLED all year. It was shocking to see.	4/9/2020 1:31 PM
26	I will have a job until articling complete and will be hired as a lawyer however economy, could effect ability to stay on, should things get worse, so not guaranteed to have a job as a lawyer beyond May/June/July	4/9/2020 1:31 PM
27	My major concern is the impact COVID will have on my employment following articles. I have a new position lined up at a different firm with the condition to start being that I complete my articling and am called to the bar. I am concerned that if I do not complete my articles or if my call to the bar is delayed that I will not be able to keep my offer of employment and will be jobless following articling.	4/9/2020 1:29 PM
28	I am concerned that the law society will not count the weeks that I am working from home towards my 52 weeks of articling. I am still being supervised and doing the same work as I was while I was working in the office. I am concerned that at times, it seems that students are being asked to do staff admin tasks during COVID because staff are not around to do those tasks.	4/9/2020 1:28 PM

29	I have heard that Alberta has changed their call day such that calls are appointments with you and a judge, there is only one other person allowed in the room with you and the judge, and they have determined that person will be your principal. This is extremely concerning to me. Although I understand that Call Day may necessarily look different, at the very least I believe we have the right to decide who the additional person in the room should be, and should not have that dictated for us. Although my principals are wonderful people, they have been in my life less than a year. There are those who have been supporting me on this journey for a decade, and they deserve to be in that room with me more than my principal. Additionally, some articling students have had extremely negative relationships with their principals. If the Call Day remains June 18th, but the structure is changed such that individuals are alone in the room with a judge and one other person, the law society should not dictate who that person is. My hope of course is that these necessary restrictions are able to be lifted by the time Call Day comes around, and my entire family can attend as planned. Choosing between parents, grandparents, siblings, partners, children, etc. should not be forced unless absolutely necessary.	4/9/2020 1:24 PM
30	I don't think a uniform approach should be followed and each student's experience should be given considerable consideration. For example, due to the nature of my work/department I am finding I am quite busy (my first week working from home was the busiest week I have had all of articling) and those types of considerations should be taken into account.	4/9/2020 1:23 PM
31	Clarity on how the bar call will work.	4/9/2020 1:22 PM
32	Just hoping the ceremony is rescheduled to a time when we and our family can attend.	4/9/2020 1:22 PM
33	the answers to the last questions are entirely based on speculation and not actually due to discussions regarding future employment with my firm. As articling students, we barely make any money, and decreasing the 52 weeks would only strip us of that extra experience that will benefit us. In other words, we don't cost our firms much so we should be able to work the 52 weeks to gain the experience we are entitled to. At this time, I do not see how cutting articles short would benefit us as future lawyers. We would be forced to stay in our homes trying to figure out the next step instead of staying in our homes and working, gaining the valuable experience we need. thank you very much.	4/9/2020 1:21 PM
34	Several of us are already eligible for early call. Is there a way to be called as soon as possible in a safe manner?	4/9/2020 1:20 PM
35	My main concern is to have my call to the Bar delayed because of the COVID-19. Even though I don't have a job offer, I want to be called to the Bar ASAP, so I can apply for lawyer's position.	4/9/2020 1:19 PM
36	How will call to the Bar take place for students facing an early call. Some students are anticipating an April call date. Will our call date be delayed or could they simply mail the paper to us and skip the ceremony.	4/9/2020 1:17 PM
37	Just about this survey - I put no but I have no idea about #6.	4/9/2020 1:17 PM
38	While I understand a formal call to the bar will likely have to be rescheduled, are we expected to article (or not work at all) until whenever call happens instead of being able to start practicing?	4/9/2020 1:17 PM