



# Articling Program Assessment: Cross-Provincial Comparison

FULL REPORT

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*April 24, 2025*

# METHODOLOGY (IN DETAIL)

## Research Purpose

The Law Societies of Alberta, British Columbia, Manitoba, Saskatchewan, and the Nova Scotia Barristers Society aim to enhance their understanding of articling experiences across their provinces. To identify common issues from different perspectives, they conducted two surveys: one for articling students and new lawyers, and another for principals, recruiters, and mentors.

The Law Societies of Alberta, British Columbia, Manitoba, and Saskatchewan, as well as the Nova Scotia Barristers’ Society, invited their members to complete two 15-minute surveys from May 9 to June 20, 2024. Based on the data collected, province-specific reports were generated.

The next phase involves a cross-provincial analysis to compare each province's standing, identify strengths and areas for improvement, and potentially explore opportunities for collaboration to enhance articling experiences. Ultimately, the findings will help enrich the articling experience and better prepare students for legal practice, while fostering collaboration among the Law Societies to achieve shared objectives.

## Target Audience

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

- To qualify to complete the student/new lawyer 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.

## Response Rates Achieved

The number of collected responses and response rates are listed in the table. Please note that 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 Societies.

	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
# of student/new lawyer survey respondents	433	514	108	69	74
# of principal, recruiter, and mentor survey respondents	344	298	45	19	44
Student/new lawyer survey response rate	14%	17%	19%	19%	17%

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 represent a non-probability sample in which all lawyers, current articling students, and those who completed articling in the past five years were invited to participate using the email addresses registered with their respective law societies. Ensuring all eligible lawyers and articling students with an email address received the survey was intended to eliminate as much “coverage bias” as possible in this survey.

Similar to all online surveys, response bias and non-response bias still exist, which means the results may not be fully and truly representative of the sentiments of the legal profession in Canada overall and in each respective province.

Since all members of the population were invited to participate and some of those invited self-selected to complete the survey, the concept of margin of error, which is based on the assumption of random sampling, is not applicable to this research.

## Reporting of Results

The following terms are used throughout the report.

**Articling students** refer to those who were articling when they completed the survey.

**New lawyers** refer to practising lawyers who started articling between 2019 and 2024.

**Those who completed articling but are not practising** combine those who have “completed articling and the bar admission program, but have not been called to the bar” and those who have been “called to the bar but are not currently working as a lawyer”.

**Recruiters** refer to those who have only been in the recruiter role in the past five years.

**Principals** refer to those who have only been in the principal role in the past five years.

**Non-principal mentors** refer to those who have only been in the mentor role in the past five years.

Additionally, throughout the report, when base sizes are below n=30, we reported the percentage with caution but did not highlight the result in the commentary or the ‘Highlights’ section. Smaller samples are susceptible to random fluctuations, which can lead to misleading interpretations.

# METHODOLOGY (IN DETAIL CONT'D)

## Indexing

Province-specific data in this report has been indexed to the total sample. Indexing is a statistical tool used in research to compare the incidence of a specific characteristic or behaviour between two samples, which are not usually mutually exclusive. It helps researchers understand how certain groups behave relative to a broader population.

## Calculation of the index

The index is calculated by taking the percentage of a characteristic in the subsample and dividing it by the percentage of that characteristic in the total sample. This ratio is then multiplied by 100 to create the index value.

## Interpretation

An index of 100 indicates that the subsample has the same incidence of the characteristic as the total sample.

An index above 120 indicates that the subsample has a higher incidence of the characteristic compared to the total sample, suggesting an upward skew.

An index below 80 indicates that the subsample has a lower incidence of the characteristic, suggesting a downward skew.

When a subsample (e.g. students/new lawyers in a specific province) over-indexes or under-indexes on a particular metric compared to the total sample, it indicates its above-average and below-average skews respectively. It means that this group exhibits that characteristic or behavior more or less frequently than the population represented by the total sample.

## Interpretation (cont'd)

Throughout the report, indices above 120 are marked with an upward arrow (▲), indices below 80 are marked with a downward arrow (▼), and indices between 80 and 120 are indicated with a dash to represent parity with the Total (—). For enhanced clarity in the 'Highlights' section, the arrows are color-coded: green indicates a positive finding, red signifies an area of focus, and yellow represents neutral findings or cases where the interpretation is unclear.

Smaller numbers are more prone to over-indexing or under-indexing because even minor changes can result in significant percentage shifts. For instance, an increase from 2 to 3 represents a 50% increase, while an increase from 100 to 101 is only a 1% increase. This disproportionate impact can lead to misinterpretations and exaggerations of differences. To mitigate distortions from smaller numbers, this report does not index values when the total percentage for an answer option is below 10% of the overall respondents, and when the difference between the overall percentage and the province-specific percentage is less than 5%.

For example:

- if 6% of all respondents select "Not sure," we do not index the percentage for each province against this 6%, since  $6\% < 10\%$ ;
- if 10% of total respondents choose "Prefer not to answer," and 6% of respondents from a specific province select this option, we will not consider the 6% as under-indexing, because the difference between 10% and 6% is 4% and  $4\% < 5\%$ .

# Overall Highlights



**NOTE:** The percentages in this report represent the distribution of responses from survey participants. As outlined in the detailed methodology, results may not be fully and truly representative of the sentiments of the legal profession in Canada overall and in each respective province.

# LAWYER COMPETENCE: PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

Of the respondents, student/new lawyers’ confidence in their preparedness for entry-level practice is consistent across all provinces, except in Nova Scotia, where a notably higher number of students, new lawyers and those who completed articling but are not practising felt ‘very prepared’ + ‘prepared’.

▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

● Positive

● Neutral

● Area of Focus

		Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan	Link to relevant data
Preparedness for entry-level practice (Selected ‘ <b>Very prepared</b> ’ + ‘ <b>Prepared</b> ’)	Articling Students, New Lawyers, etc.	—	—	—	▲	—	<a href="#">link</a>
	Principals, Recruiters and Mentors	—	—	—	—	—	

# LAWYER COMPETENCE: ADEQUACY OF TRAINING

Students/new lawyer respondents from Alberta and Nova Scotia were more likely to strongly agree that they received adequate training in most of the competencies listed, while those from British Columbia were less likely to hold such a positive perception. There was less differentiation in responses provided by principals, recruiters and mentors.

▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

● Positive

● Neutral

● Area of Focus

‘Strongly agree’ that articling provided adequate training in the following areas:

		Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan	Link to relevant data
Analytical Skills	Articling Students, New Lawyers, etc.	—	—	—	▲	—	<a href="#">link</a>
	Principals, Recruiters and Mentors	—	—	—	▲	—	
Ethics and Professionalism	Articling Students, New Lawyers, etc.	▲	▼	—	—	▲	
	Principals, Recruiters and Mentors	—	—	—	—	—	
Communication Skills	Articling Students, New Lawyers, etc.	—	▼	—	▲	—	
	Principals, Recruiters and Mentors	—	—	—	—	—	
Substantive Legal Knowledge	Articling Students, New Lawyers, etc.	▲	—	—	—	—	
	Principals, Recruiters and Mentors	—	—	—	—	—	
Conducting Matters	Articling Students, New Lawyers, etc.	▲	▼	—	—	—	
	Principals, Recruiters and Mentors	—	—	—	▲	▲	
Client Relationship Management	Articling Students, New Lawyers, etc.	▲	▼	—	▲	—	
	Principals, Recruiters and Mentors	—	—	—	▲	—	
Practice Management	Articling Students, New Lawyers, etc.	▲	▼	—	▲	—	
	Principals, Recruiters and Mentors	—	▼	—	—	▲	
Dispute resolution	Articling Students, New Lawyers, etc.	▲	▼	▲	▲	—	
	Principals, Recruiters and Mentors	—	—	—	—	—	

# COMPENSATION (student/new lawyer survey responses only)

Compensation was a greater challenge for Manitoba students/new lawyer respondents compared to their peers from other provinces. Conversely, those in Alberta identified compensation as a positive aspect of their articling experience.

<div>▲ Notably higher than Total Sample (i.e. over-indexes vs. total, &gt;120)</div> <div>— Comparable to Total Sample (i.e. parity with Total, &gt;80, &lt;120)</div> <div>▼ Notably lower than Total Sample (i.e. under-indexes vs. total, &lt;80)</div>		<div>● Positive</div> <div>● Neutral</div> <div>● Area of Focus</div>				
	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan	Link to relevant data
'Not being paid or being paid minimally' is a key challenge	▼	—	▲	—	—	<a href="#">link</a>
'The compensation I received' was the most positive aspect of articling	▲	—	▼	▼	▼	<a href="#">link</a>



# WORKLOAD (student/new lawyer survey responses only)

Students/new lawyer respondents in Saskatchewan were less likely to report workload challenges compared to the overall student population surveyed.

<div>▲ Notably higher than Total Sample (i.e. over-indexes vs. total, &gt;120)</div> <div>— Comparable to Total Sample (i.e. parity with Total, &gt;80, &lt;120)</div> <div>▼ Notably lower than Total Sample (i.e. under-indexes vs. total, &lt;80)</div>		<div>● Positive</div> <div>● Neutral</div> <div>● Area of Focus</div>				
	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan	Link to relevant data
Worked 60 hours/week or more	—	—	—	—	▼	<a href="#">link</a>
‘Managing workload’ is a key challenge	—	—	—	—	▼	<a href="#">link</a>
‘Long working hours’ is a key challenge	—	—	—	▼	▼	<a href="#">link</a>

# DISCRIMINATION AND / OR HARASSMENT DURING RECRUITMENT AND / OR ARTICLING

The overall number of students/new lawyer respondents reporting experiences of discrimination or harassment is consistent across the provinces, although Saskatchewan has a lower score, likely due to a smaller proportion of equity-seeking groups in its sample. While principal, recruiter, and mentor respondents in Manitoba reported a higher number of students facing these issues, student/new lawyer responses in Manitoba align with the average across all provinces.

▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

● Positive

● Neutral

● Area of Focus

		Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan	Link to relevant data
Experienced Discrimination and / or Harassment <u>OVERALL</u> (either during recruitment or articling)	Articling Students, New Lawyers, etc.	—	—	—	—	▼ *	<a href="#">link</a>
	Principals, Recruiters and Mentors	—	—	▲	▼ !	▼	

\* NOTE: Women and other equity-seeking groups in Saskatchewan experienced discrimination and/or harassment at rates comparable to their peers in other provinces. Therefore, the finding that all Saskatchewan respondents report lower instances of experiencing discrimination and/or harassment (23% compared to the overall 29%) will be attributed to the lower representation of equity-deserving groups among the Saskatchewan respondents.

! Caution: low base size  
Note: when the base size is n<30, the finding will not be highlighted to avoid misleading generalizations based on a limited number of responses

# RESOURCES TO ADDRESS DISCRIMINATION AND / OR HARASSMENT

Student and new lawyer respondents from Alberta were more likely to believe that appropriate resources for addressing discrimination and harassment were available to them.

<div>▲ Notably higher than Total Sample (i.e. over-indexes vs. total, &gt;120)</div> <div>— Comparable to Total Sample (i.e. parity with Total, &gt;80, &lt;120)</div> <div>▼ Notably lower than Total Sample (i.e. under-indexes vs. total, &lt;80)</div>		<div>● Positive</div> <div>● Neutral</div> <div>● Area of Focus</div>					
		Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan	Link to relevant data
Felt resources to address discrimination / harassment were available	Articling Students, New Lawyers, etc.	▲	—	—	— !	▲ !	<a href="#">link</a>
	Principals, Recruiters and Mentors	—	—	—	—	—	

! Caution: low base size  
Note: when the base size is n<30, the finding will not be highlighted to avoid misleading generalizations based on a limited number of responses

# Comparative Highlights by Province



**NOTE:** This section highlights the metrics on which each province over-indexes or under-indexes relative to the total sample, meaning it outlines the characteristics or perceptions that distinguish each province within the context of all responses.



36%

of the Total Sample consists of respondents from Alberta

Lawyer Competence

Notably higher confidence in training in most competencies among student/new lawyer respondents and an upward skew in citing on-going learning sessions as one of the most positive aspects of articling experience.

‘Strongly agree’ that adequate training was provided in...

	TOTAL	ALBERTA
n=	1198	433
Ethics and Professionalism	37%	46% ▲
Substantive Legal Knowledge	35%	42% ▲
Conducting Matters	28%	35% ▲
Client Relationship Management	25%	32% ▲
Practice Management	19%	26% ▲
Dispute Resolution	18%	24% ▲

Principal, recruiter, and mentor respondents consistently had higher percentages, but they were on par with average for this group

Students cited ‘on-going learning sessions to help ensure my learning goals were met’ as one of the most positive aspects of articling

15% Total vs. 20% ▲ Alberta

▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

● Positive  
● Neutral  
● Area of Focus

Mentorship Quality

Principal, recruiter, and mentor respondents were less likely to cite lack of training and lack of clarity of what’s required of them as challenges, compared to all those surveyed.

Cited ‘lack of training on being a principal / recruiter / mentor’ as a key challenge

15% Total vs. 7% ▼ Alberta

Cited ‘lack of clarity on what is required of me as a principal / recruiter / mentor’ as a key challenge

12% Total vs. 7% ▼ Alberta

## Equity, Diversity, & Inclusion

Experiences of discrimination and / or harassment on par with all provinces, but stronger perception that relevant resources were available.

**Students/new lawyer respondents who felt resources to address discrimination and / or harassment were available**

**12%** vs. **17%▲**  
 Total Alberta

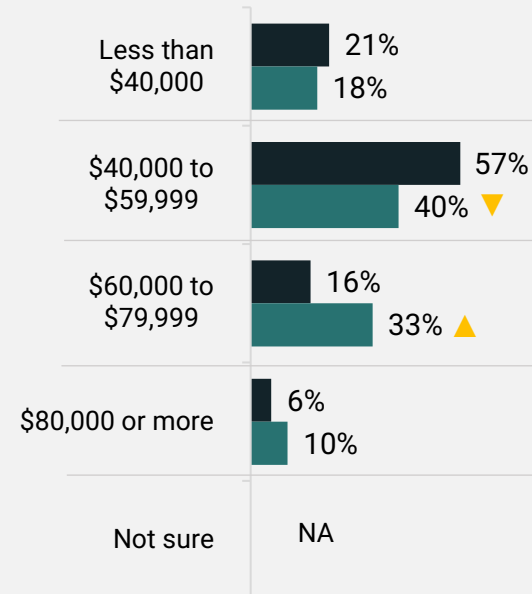
**88% of principal, recruiter, and mentor respondents felt resources were available (on par with the Total at 84%)**

## Compensation

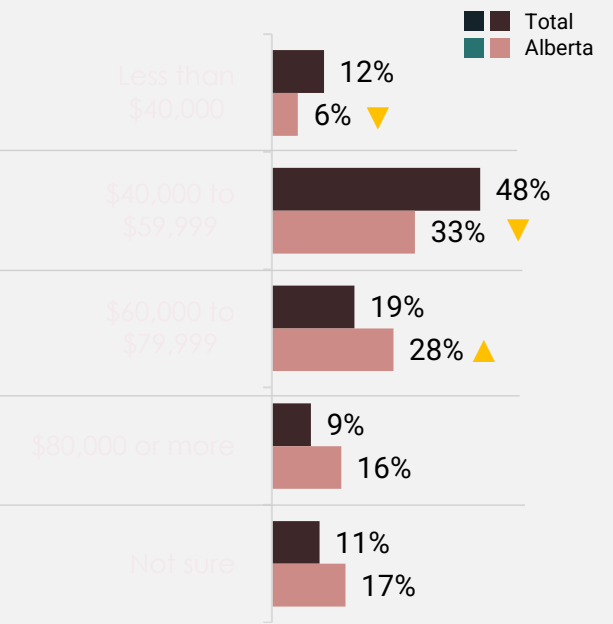
Notably higher compensation and satisfaction with it versus all provinces.

### Annual Compensation

Articling students, new lawyers, and those who completed articling but are not practising



Principals, recruiters and mentors



**Student/new lawyer survey respondents cited 'compensation received' as one of the most positive aspects of articling**

**20%** vs. **26%▲**  
 Total Alberta

BRITISH COLUMBIA

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)
- Positive  
● Neutral  
● Area of Focus

**43%**  
of the Total Sample consists of respondents from British Columbia

Lawyer Competence

Notably lower confidence in adequacy of training in most areas ('strongly agree') among respondents who completed the student survey.

'Strongly agree' that adequate training was provided in...

Articling students, new lawyers, and those who completed articling but are not practising

Principals, recruiters and mentors

	TOTAL	BRITISH COLUMBIA		TOTAL	BRITISH COLUMBIA
n=	1198	514		750	298
Ethics and Professionalism	37%	27% ▼		65%	54%
Communication Skills	35%	27% ▼		55%	48%
Conducting Matters	28%	22% ▼		45%	36%
Client Relationship Management	25%	20% ▼		42%	34%
Practice Management	19%	13% ▼		39%	29% ▼
Dispute Resolution	18%	13% ▼		36%	29%

On average, over 50% of all British Columbia survey respondents felt students did not receive adequate training in PLTC\*:

\*Professional Legal Training Course (PLTC) is a requirement for bar admission in British Columbia.

55%

Articling students, new lawyers, and those who completed articling but are not practising

57%

Principals, recruiters and mentors

Challenges Faced by Principal, Recruiter and Mentor Respondents

BC principals, recruiters, and mentors reported a higher rate of perceived lack of training, tools to support students, and clarity regarding what is required of them.

'Lack of training on being a principal/recruiter/mentor'

15% vs. 24% ▲  
Total British Columbia

'Lack of tools and resources to support articling students'

13% vs. 18% ▲  
Total British Columbia

'Lack of clarity of what's required of principals, recruiters, and mentors'

12% vs. 18% ▲  
Total British Columbia

# BRITISH COLUMBIA

▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

● Positive  
● Neutral  
● Area of Focus

## Equity, Diversity, & Inclusion

Experiences of discrimination and / or harassment and distribution of those who did not report on par with all provinces, but notably more mentions of fear of reprisal and lack of trust as reasons for not reporting. Stronger perception that mental health resources were available among principals, recruiters and mentors.

### Reasons cited for not reporting experiences of discrimination and / or harassment:

*'Fear of reprisal'*

**54%** vs. **75%** ▲  
Total British Columbia

*'Lack of trust'*

**52%** vs. **63%** ▲  
Total British Columbia

*Principal, recruiter and mentor respondents felt mental health resources were available at the firm / organization to manage stress, anxiety, etc.*

**69%** vs. **89%** ▲  
Total British Columbia

*Student survey responses are on par with all provinces in perception that mental health resources were available (30% Total vs. 27% British Columbia)*

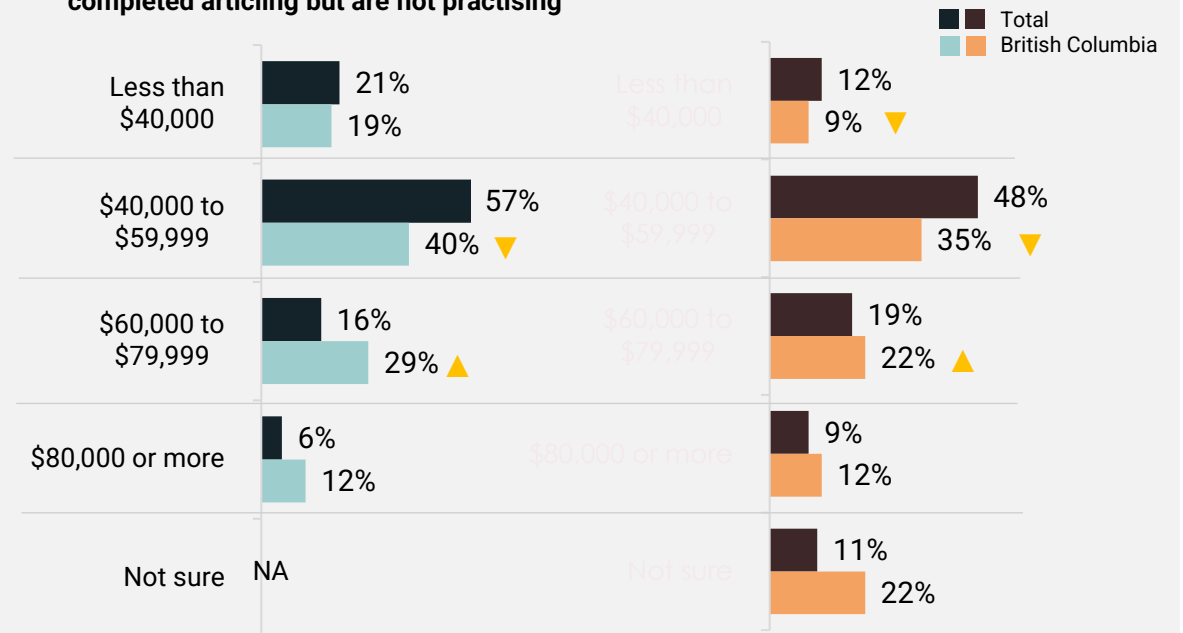
## Compensation

Notably higher compensation, according to both student/new lawyer and principal, recruiter, and mentor survey respondents

### Annual Compensation

Articling students, new lawyers, and those who completed articling but are not practising

Principals, recruiters and mentors





- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)

— Comparable to Total Sample (i.e. parity with Total, >80, <120)

▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)
- Positive

● Neutral

● Area of Focus

MANITOBA



9%

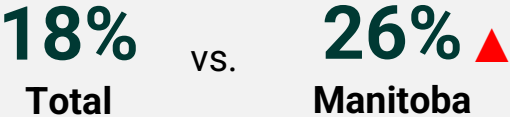
of the Total Sample consists of respondents from Manitoba

Lawyer Competence

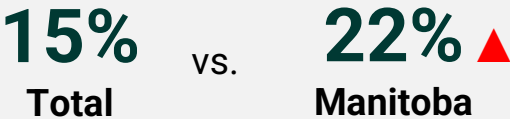
Overall, confidence in preparedness for entry-level practice on par with all provinces, but all respondents are more likely to indicate they focused on one area of practice only.

Concentrated on one practice area:

Articling students, new lawyers, and completed articling but not practicing:



Principals, recruiters and mentors:

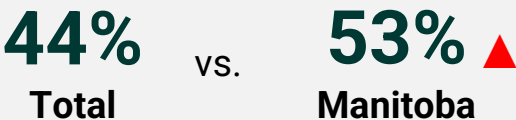


Mentorship Quality

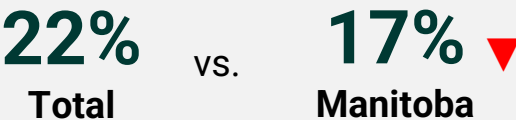
Principal, recruiter, and mentor respondents faced a greater challenge in finding time to mentor students compared to all other provinces combined.

Manitoba students/new lawyer respondents were less likely to strongly agree that they received regular feedback on their work performance.

Cited 'lack of time to mentor students as one of key challenges'



Students/new lawyers 'strongly agree' they received regular feedback on work performance



- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

- Positive
- Neutral
- Area of Focus

# MANITOBA

## Equity, Diversity, & Inclusion

Higher incidence of discrimination and/or harassment according to principal, recruiter, and mentor respondents.

Student respondents who experienced these issues were more likely to choose not to report them.

*Had students indicate that they experienced discrimination and / or harassment*

**15%** Total vs. **20%** ▲ Manitoba

*Reports by students, new lawyers and those who completed articling but are not practising were on par with average for this group (29% Total vs. 28% Manitoba)*

*Did not report experiences of discrimination and / or harassment* **61%** Total vs. **73%** ▲ Manitoba

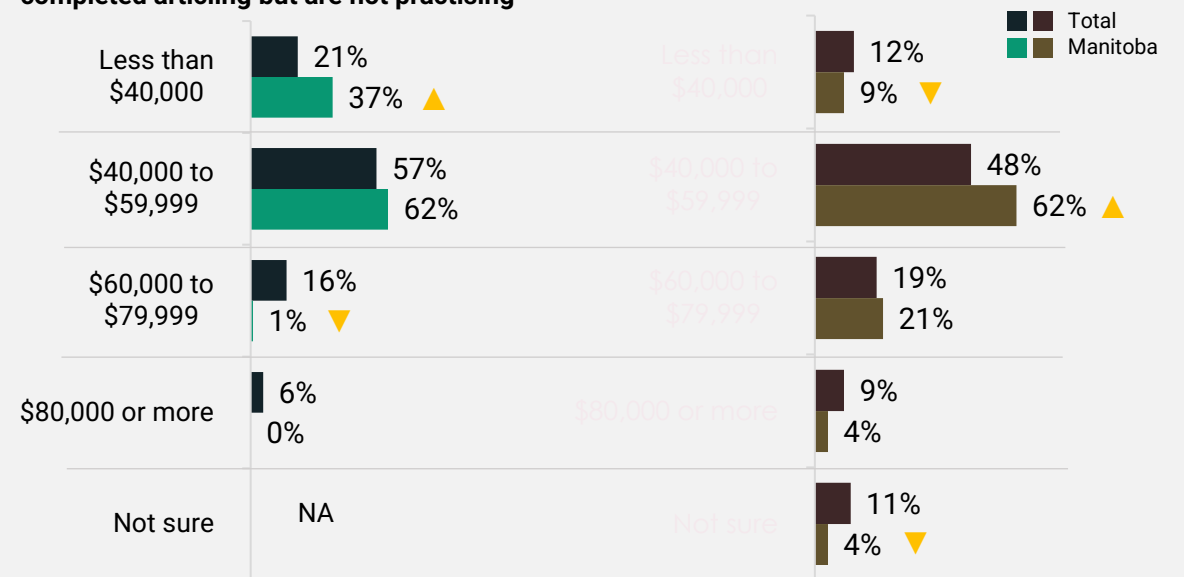
## Compensation

Lower compensation, especially according to student/new lawyer survey respondents, with many students highlighting 'not being paid or being paid minimally' as a major challenge.

### Annual Compensation

Articling students, new lawyers, and those who completed articling but are not practising

Principals, recruiters and mentors




*'Not being paid or being paid minimally' was a key challenge*

**45%** Total vs. **61%** ▲ Manitoba

▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

● Positive  
● Neutral  
● Area of Focus

NOVA SCOTIA



6%  
of the Total  
Sample  
consists of  
respondents  
from Nova  
Scotia

Lawyer Competence

Notably higher confidence in training in most practice areas with a higher incidence of student/new lawyer respondents feeling ‘very prepared’ for entry-level practice

‘Strongly agree’ that adequate training was provided in...

	TOTAL (5 provinces combined)	NOVA SCOTIA
n=	1198	69
Analytical Skills	37%	45% ▲
Communication Skills	35%	42% ▲
Client Relationship Management	25%	32% ▲
Practice Management	19%	25% ▲
Dispute Resolution	18%	23% ▲

Principals, recruiters, and mentors also demonstrated above-average agreement regarding Analytical Skills, Conducting Matters, and Client Relationship Management; however, the sample size is too small to draw definitive conclusions.

Felt ‘very prepared + prepared’ for entry-level practice

46%  
Total

vs.

58% ▲  
Nova Scotia

Mentorship Quality

Nova Scotia student respondents were least likely to cite lack of clarity on what’s required, lack of support with the steep learning curve, and lack of structure to their role as key challenges.

Key Challenges Faced by Students

Lack of clarity on what is required

38%  
Total

vs.

30% ▼  
Nova Scotia

Lack of support with the steep learning curve

36%  
Total

vs.

23% ▼  
Nova Scotia

Lack of structure to my role

33%  
Total

vs.

23% ▼  
Nova Scotia

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

- Positive
- Neutral
- Area of Focus

## NOVA SCOTIA

### Equity, Diversity, & Inclusion

Experiences of discrimination and / or harassment on par with all provinces. Students/new lawyer respondents were least inclined to cite having a place to address concerns without the fear of reprisal as a key challenge.

**Cited having a place to address concerns without the fear of reprisal as a key challenge**

**36%** vs. **26% ▼**  
Total Nova Scotia

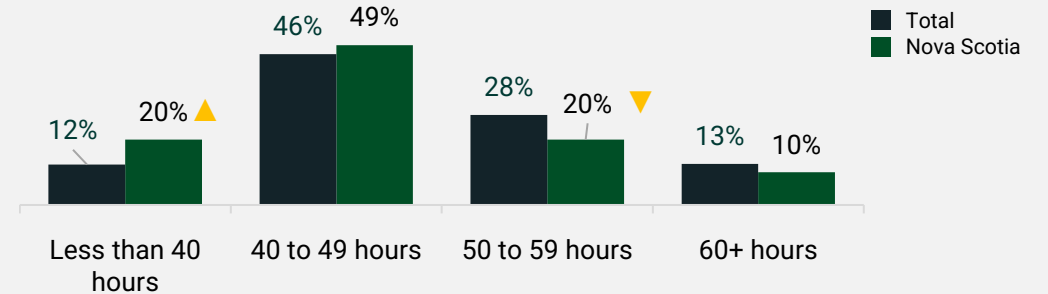
### Workload

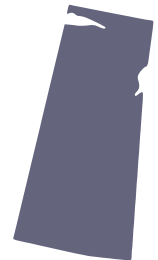
Nova Scotia student/new lawyer respondents were least likely to cite long working hours as a key challenge and to claim they worked more than expected.

**Cited long working hours as a key challenge** **37%** vs. **26% ▼**  
Total Nova Scotia

**Worked more than expected** **18%** vs. **12% ▼**  
Total Nova Scotia

### Weekly Working Hours





6%  
of the Total  
Sample  
consists of  
respondents  
from  
Saskatchewan

## Lawyer Competence

Even though Saskatchewan principal, recruiter and mentor respondents cite ‘exposing students to different areas of practice’ and ‘training students in all competency areas’ as key challenges, a notably higher number of student/new lawyer respondents reported covering most practice areas.

Training in most areas is on par with all provinces, but stronger in Ethics and Professionalism (according to students), and in Conducting Matters and Practice Management (according to principals, recruiters, and mentors)

Covered most practice areas

35%  
Total

vs.

49% ▲  
Saskatchewan

55% of principals, recruiters, and mentors indicated they covered most practice areas (on par with Total at 47%)

### ‘Strongly agree’ that adequate training was provided in...

	Articling students, new lawyers, and those who completed articling but are not practising		Principals, recruiters and mentors	
	TOTAL	SASKATCHEWAN	TOTAL	SASKATCHEWAN
n=	1198	74		
Ethics and Professionalism	37%	49% ▲	65%	75%
Conducting matters	28%	28%	45%	66% ▲
Practice Management	19%	16%	39%	52% ▲

### Key Challenges Faced by Principals, Recruiters and Mentors

Training students in all competency areas

30%  
Total

vs.

39% ▲  
Saskatchewan

Exposing articling students to different areas of practice

26%  
Total

vs.

34% ▲  
Saskatchewan

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

- Positive
- Neutral
- Area of Focus

## SASKATCHEWAN

### Equity, Diversity, & Inclusion

Notably higher perception among student/new lawyer respondents that resources to address discrimination and / or harassment, well-being and mental health issues were available

**Felt resources to address discrimination and / or harassment were available**

**12%** Total vs. **18%▲** Saskatchewan

**Felt mental health supports were available at the firm / organization**

**30%** Total vs. **41%▲** Saskatchewan

**No need for additional resources to address EDI issues and well-being**

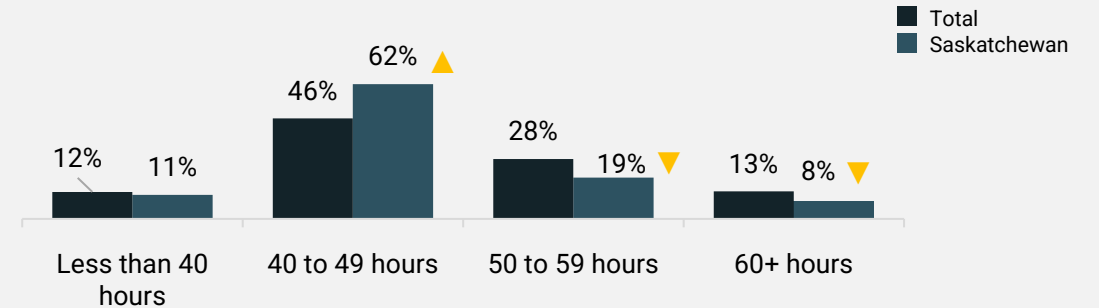
**40%** Total vs. **50%▲** Saskatchewan

### Workload

Most student respondents reported having more balanced work schedule, working under 50 hours per week.

Students/new lawyers less likely to cite managing workload and long working hours as key challenges, compared to the total of all provinces.

#### Weekly Working Hours



#### Key Challenges Faced by Students

**Managing workload**

**50%** Total vs. **38%▼** Saskatchewan

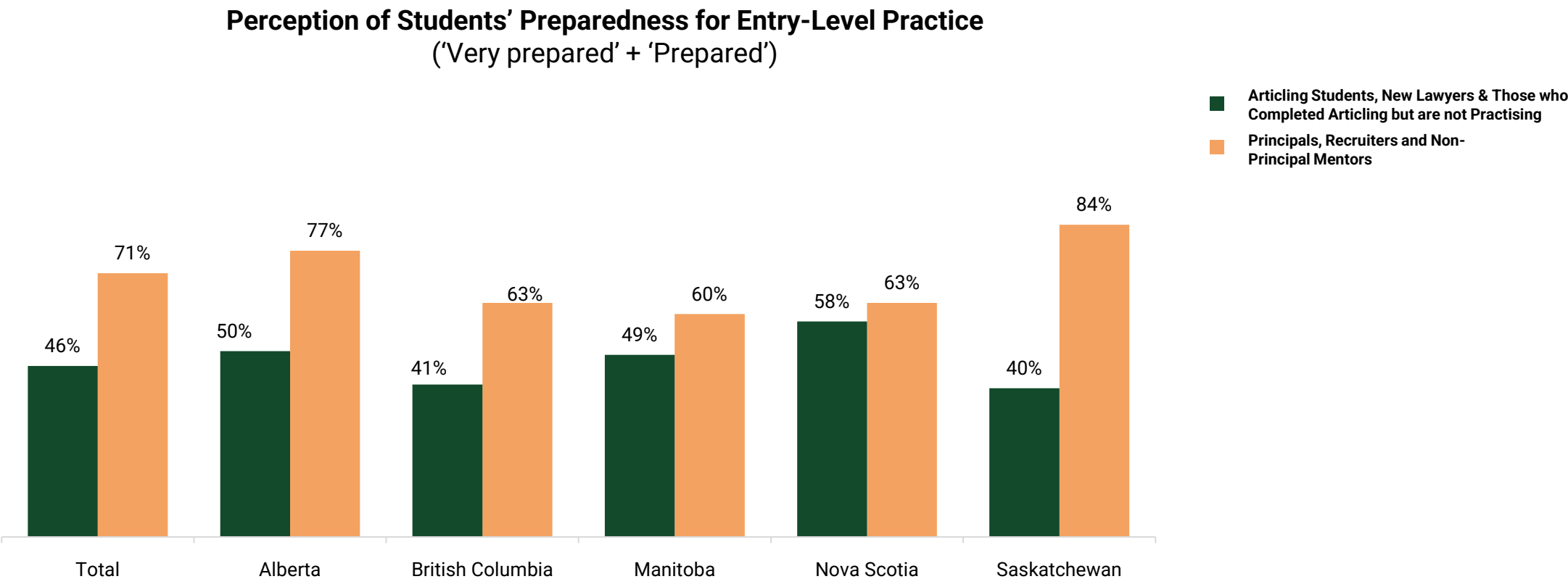
**Long working hours**

**37%** Total vs. **27%▼** Saskatchewan

# Student/New Lawyer vs. Principal / Recruiter / Mentor Survey Findings: Summary of Differences

# DIFFERENCES IN PERCEPTIONS: PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

Principal, recruiter, and mentor respondents across most provinces expressed greater confidence in students' level of preparedness for entry-level practice, compared to articling students, new lawyers and those who completed articling but are not practising.





# DIFFERENCES IN PERCEPTIONS: ADEQUACY OF TRAINING BY COMPETENCY

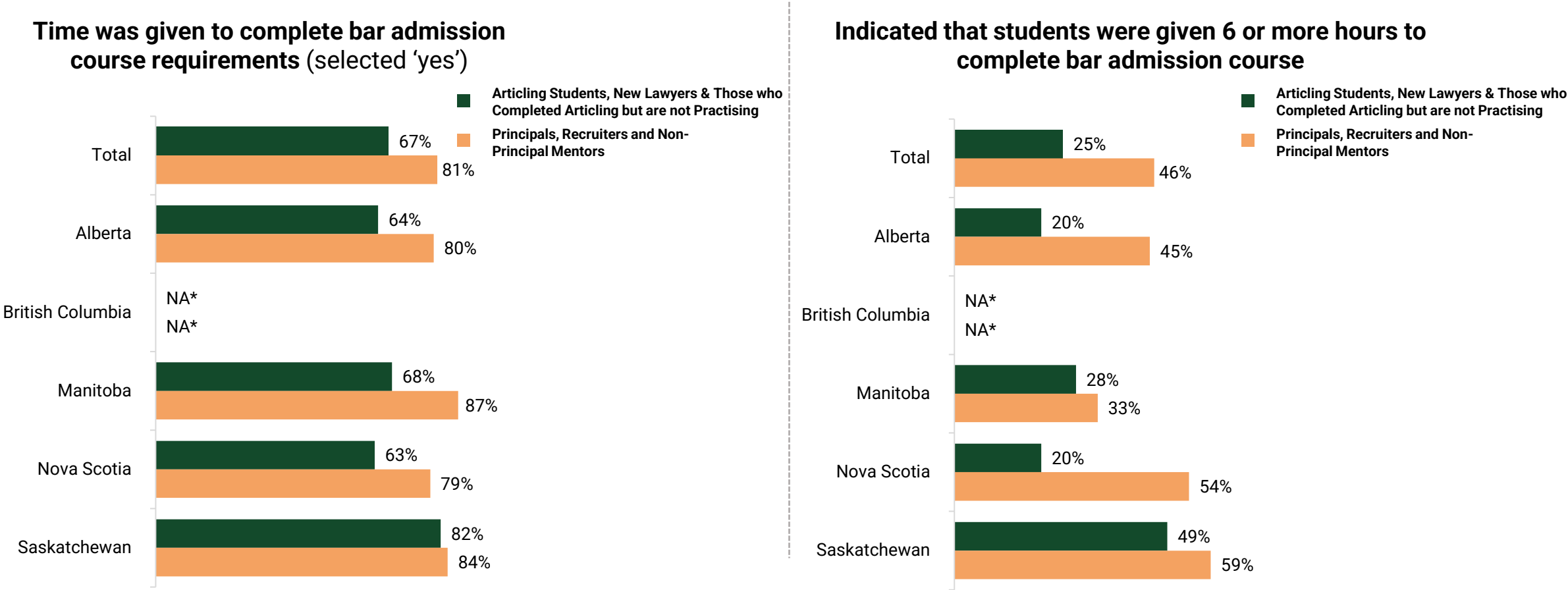
Principal, recruiter, and mentor respondents have a more positive perception of the adequacy of training in various competency areas, compared to articling students, new lawyers, and those who completed articling but are not currently practising.

**Perceived Adequacy of Training by Competency**  
(‘Strongly agree’ that adequate training was received in the areas listed)

	Total		Alberta		British Columbia		Manitoba		Nova Scotia		Saskatchewan	
	Articling Students, New Lawyers & others n=1198	Principals, Recruiters and Mentors n=750	Articling Students, New Lawyers & others n=433	Principals, Recruiters and Mentors n=344	Articling Students, New Lawyers & others n=514	Principals, Recruiters and Mentors n=298	Articling Students, New Lawyers & others n=108	Principals, Recruiters and Mentors n=45	Articling Students, New Lawyers & others n=69	Principals, Recruiters and Mentors n=19	Articling Students, New Lawyers & others n=74	Principals, Recruiters and Mentors n=44
Analytical Skills	37%	55%	42%	62%	31%	45%	43%	49%	45%	79%	38%	55%
Ethics and Professionalism	37%	65%	46%	72%	27%	54%	39%	60%	42%	74%	49%	75%
Communication Skills	35%	55%	41%	62%	27%	48%	39%	51%	42%	63%	38%	57%
Substantive Legal Knowledge	35%	58%	42%	65%	28%	49%	31%	53%	38%	53%	34%	61%
Conducting Matters	28%	45%	35%	49%	22%	36%	23%	40%	28%	58%	28%	66%
Client Relationship Management	25%	42%	32%	48%	20%	34%	25%	49%	32%	53%	22%	41%
Practice Management	19%	39%	26%	45%	13%	29%	22%	47%	25%	37%	16%	52%
Dispute Resolution	18%	36%	24%	42%	13%	29%	23%	33%	23%	37%	14%	34%

# DIFFERENCES IN PERCEPTIONS: TIME TO COMPLETE BAR ADMISSION COURSE REQUIREMENTS

Principal, recruiter and mentor respondents are more likely to believe that students are allocated sufficient time to complete the bar admission course, specifically over 6 hours per week. In contrast, fewer student/new lawyer respondents report actually being given that amount of time or any time at all.

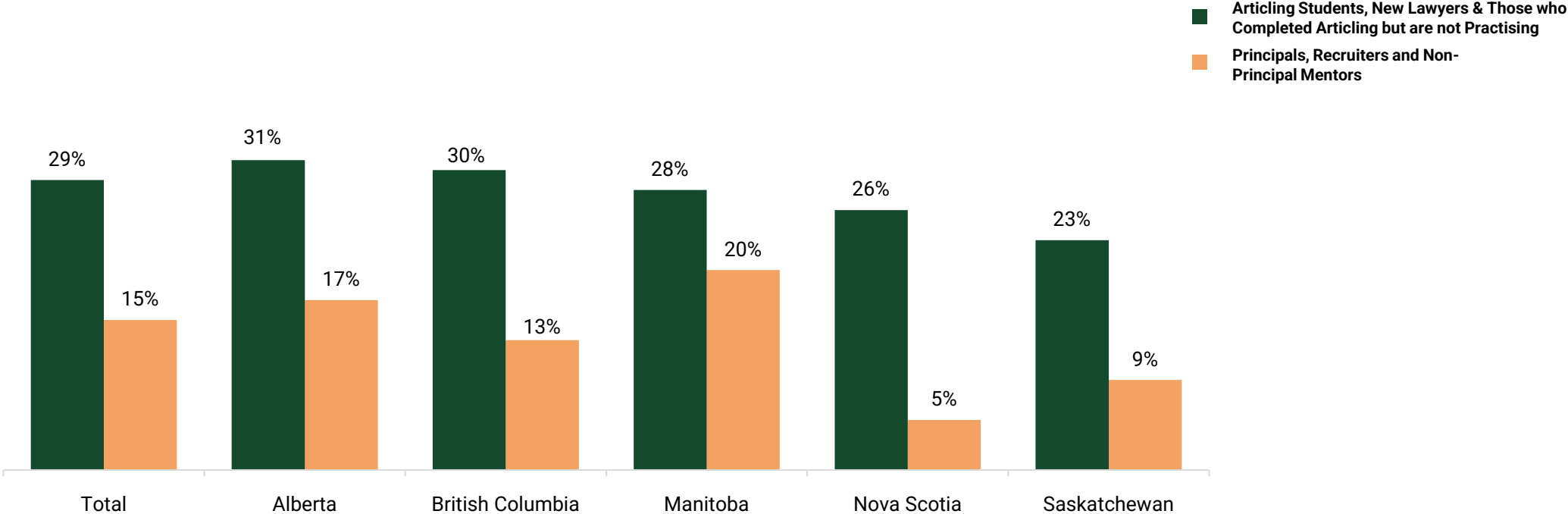


\*NOTE: Data not collected from British Columbia.

# DIFFERENCES IN PERCEPTIONS: EXPERIENCES OF DISCRIMINATION / HARASSMENT

In all provinces, a smaller number of principal, recruiter, and mentor respondents indicated that students at their firm or organization experienced discrimination and / or harassment, compared to the number of students who claimed to have had those experiences.

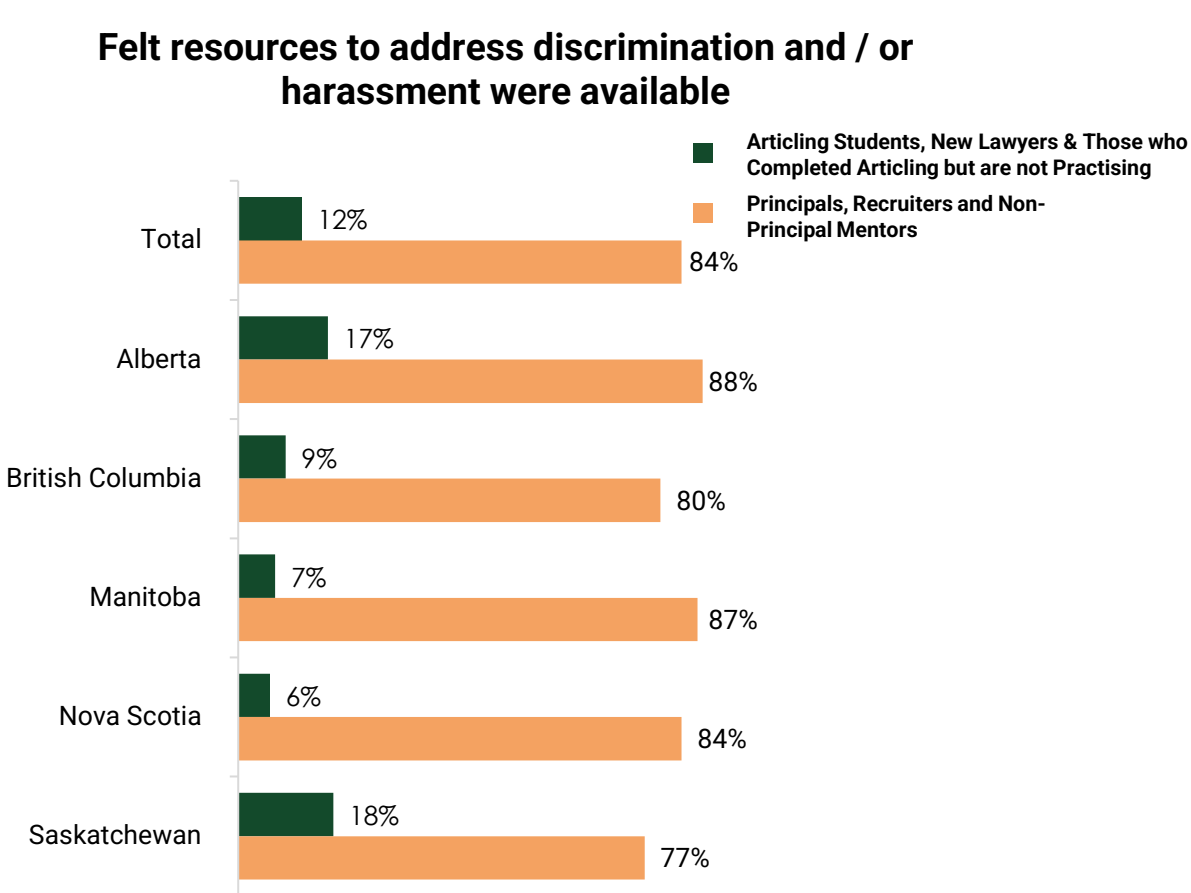
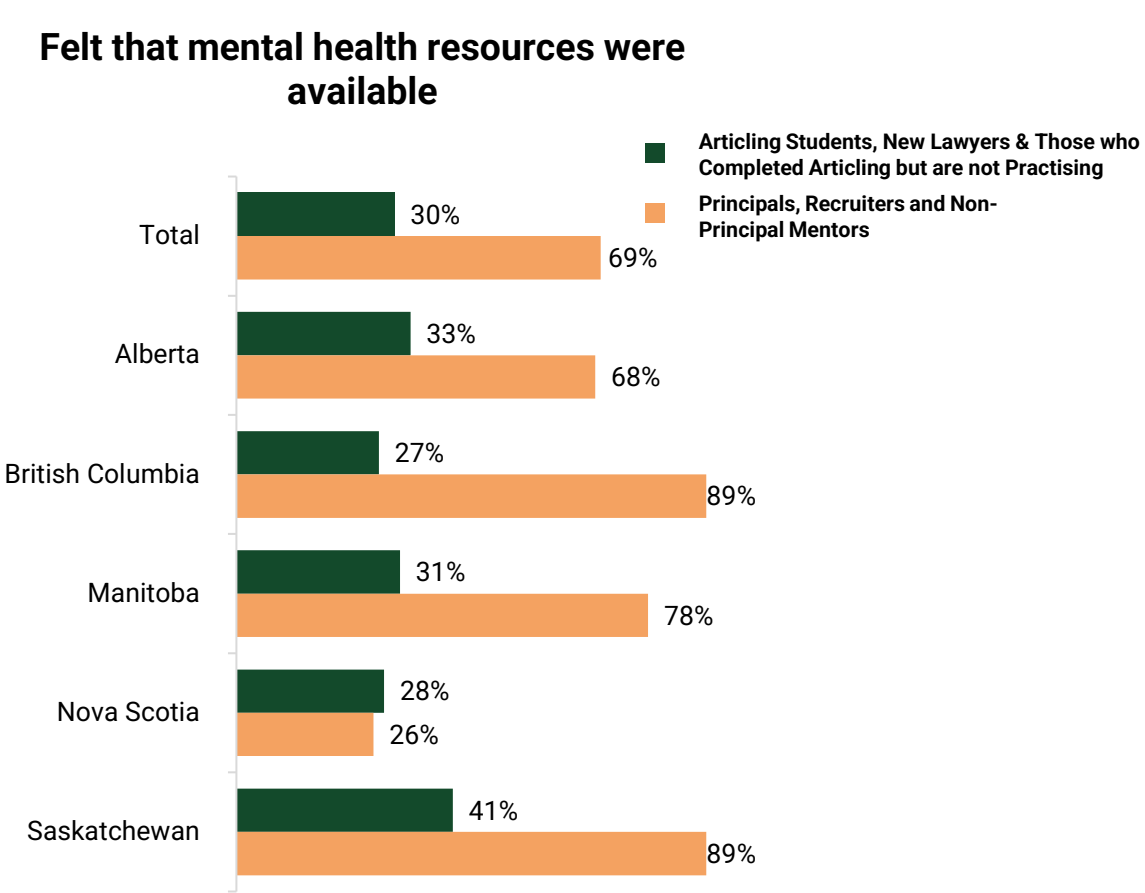
Experiences of Discrimination and / or Harassment During Recruitment and / or Articling\*



\* Composed of respondents who answered 'yes' to at least one of the four discrimination and/or harassment-related questions (Q48–52).

# DIFFERENCES IN PERCEPTIONS: RESOURCES

There is a substantial disconnect in perceptions of availability of resources to address EDI, well-being and mental health issues, whereby principal, recruiter and mentor respondents have a much more positive perception of availability of these resources. There is an opportunity to increase awareness of what is available among students.



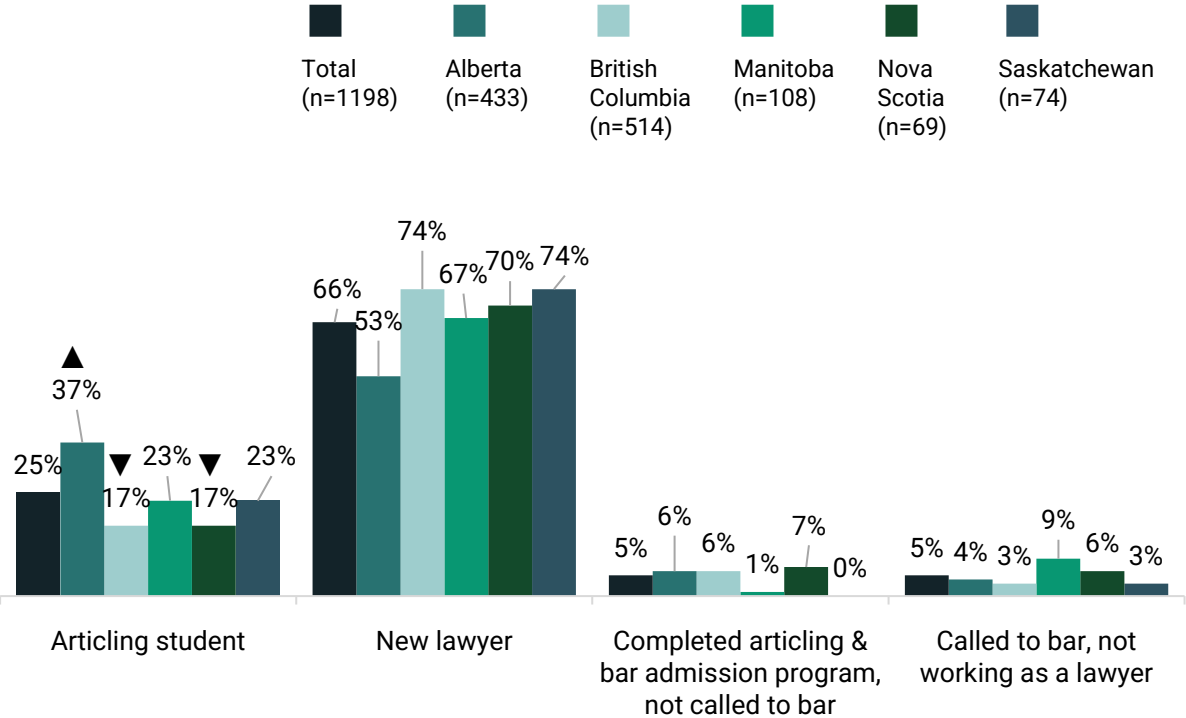
# Detailed Findings

# RESPONDENTS' CURRENT ROLES

Across all provinces, the majority of respondents were new lawyers and principals. Alberta exhibited higher-than-average engagement among current articling students, but lower engagement among mentors. In contrast, British Columbia and Nova Scotia had a lower representation of articling students. However, British Columbia demonstrated higher participation rates among non-principal mentors.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

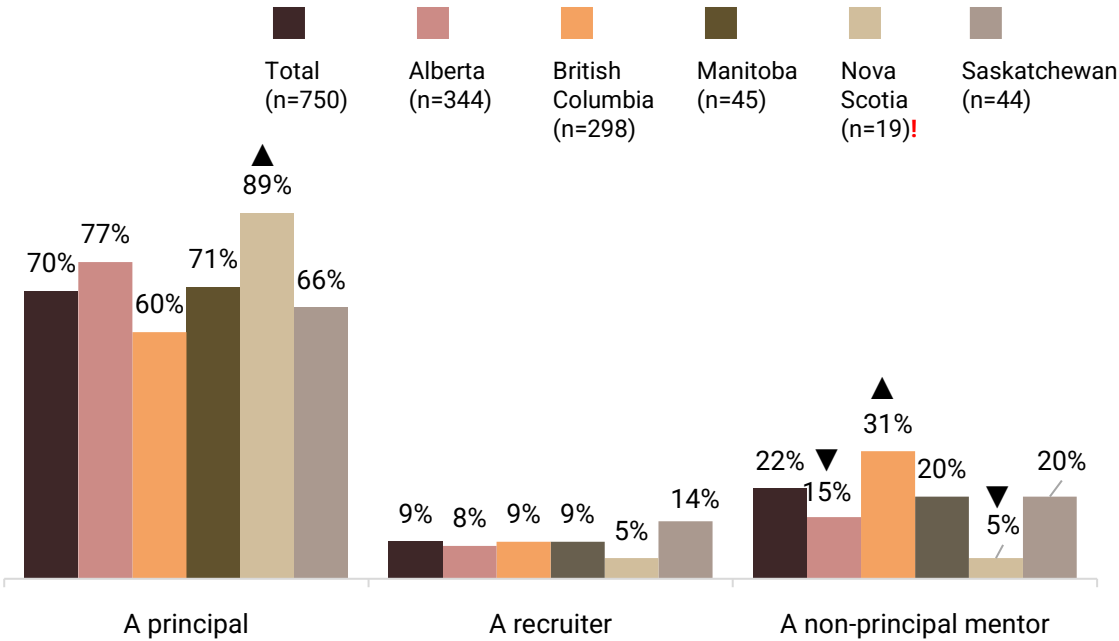
How would you best characterize yourself in the profession?



- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- ▬ Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## Principals, Recruiters, and Non-Principal Mentors

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



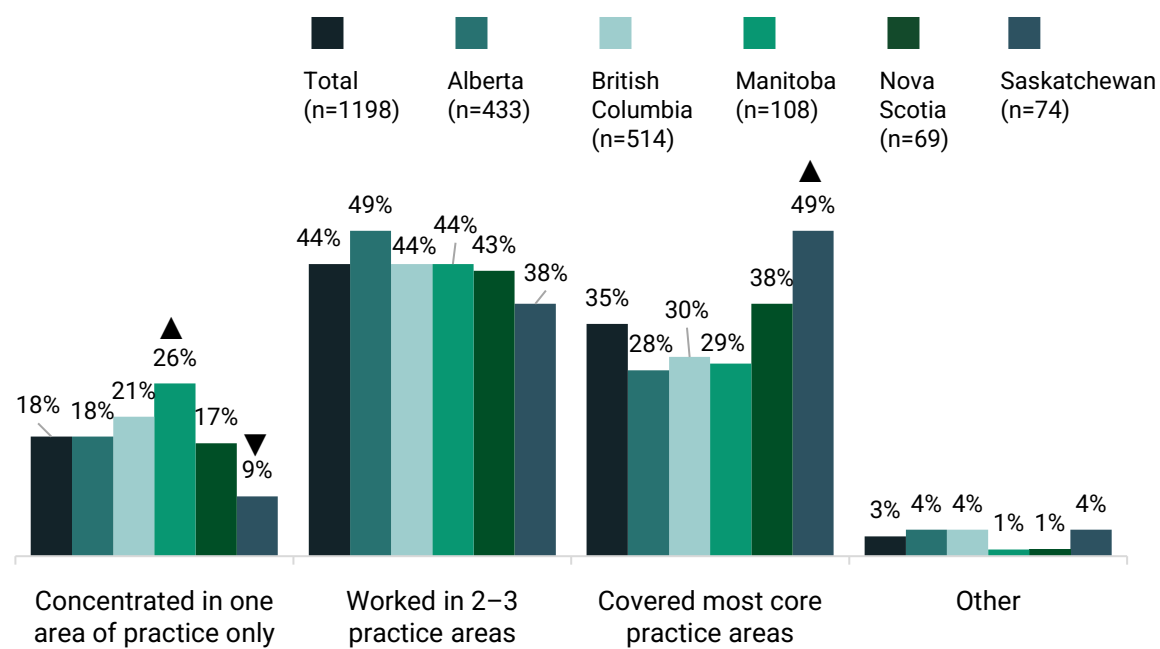
! Caution: low base size

# EXPOSURE TO DIFFERENT PRACTICE AREAS

While all provinces predominantly covered two or more practice areas, respondents in Manitoba showed a notable tendency to focus on a single area. Students/new lawyers in Saskatchewan were more likely to report covering most practice areas compared to all others.

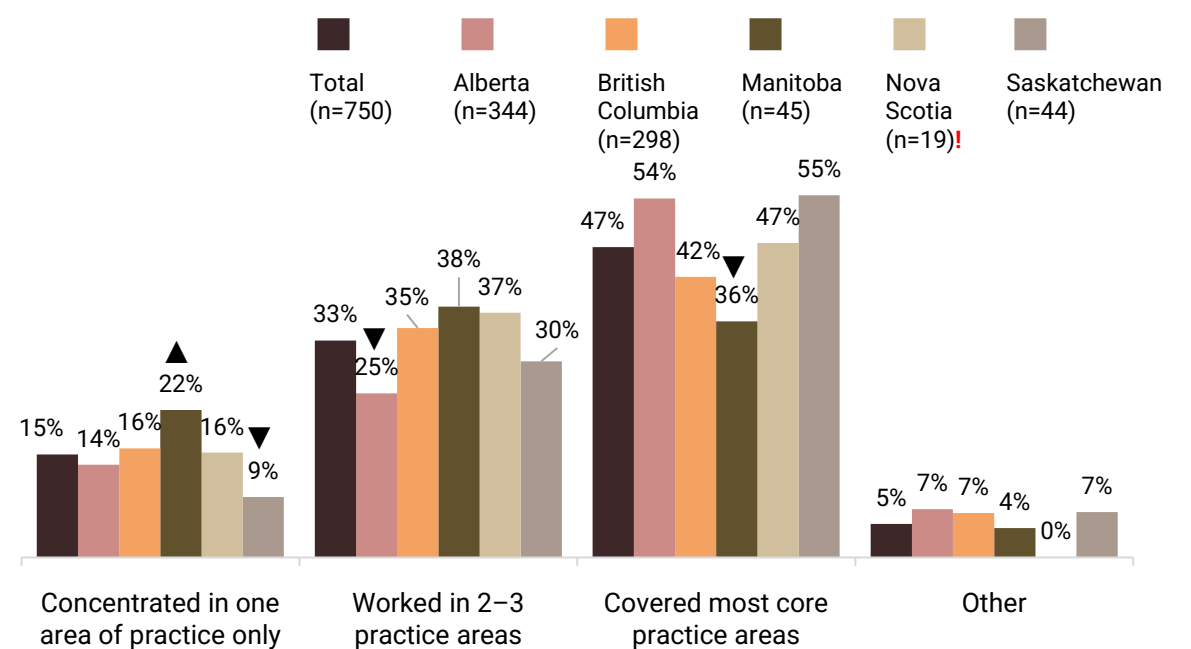
## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



## Principals, Recruiters, and Non-Principal Mentors

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



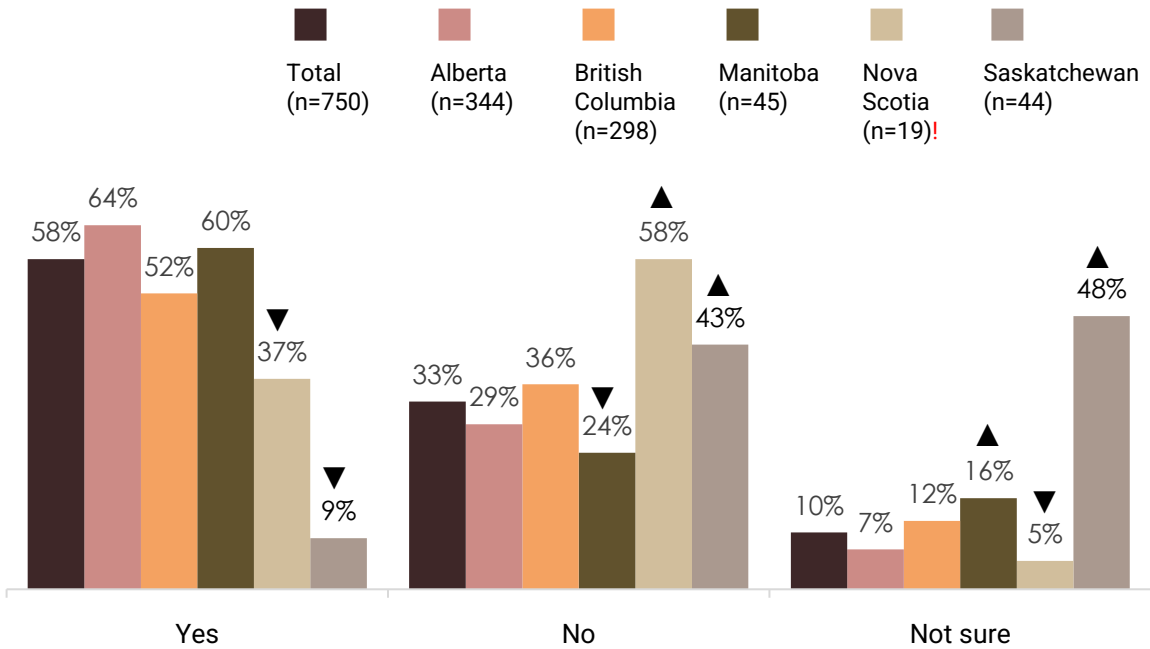
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▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

! Caution: low base size

# INTERNATIONALLY TRAINED LAWYERS

Respondents from Nova Scotia and Saskatchewan were less likely to report that their firm or organization hired internationally trained students for articling positions.

**Principals, Recruiters and Non-Principal Mentors**  
*Has your firm/organization hired internationally trained students for articling positions?*



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

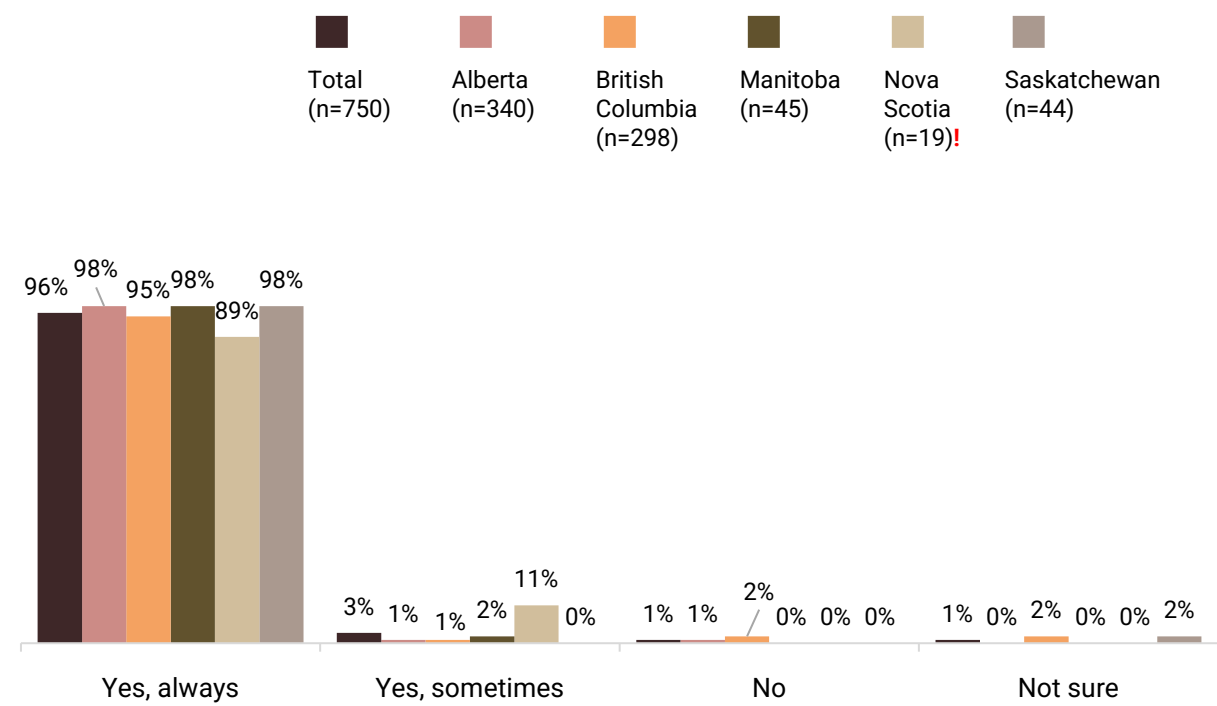
! Caution: low base size



# COMPENSATION FOR ARTICLING STUDENTS

Across all provinces, nearly all principal, recruiter, and mentor respondents reported that their firms or organizations offered compensation to articling students.

**Principals, Recruiters, and Non-Principal Mentors**  
*Does your firm/organization offer compensation to articling students?*



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

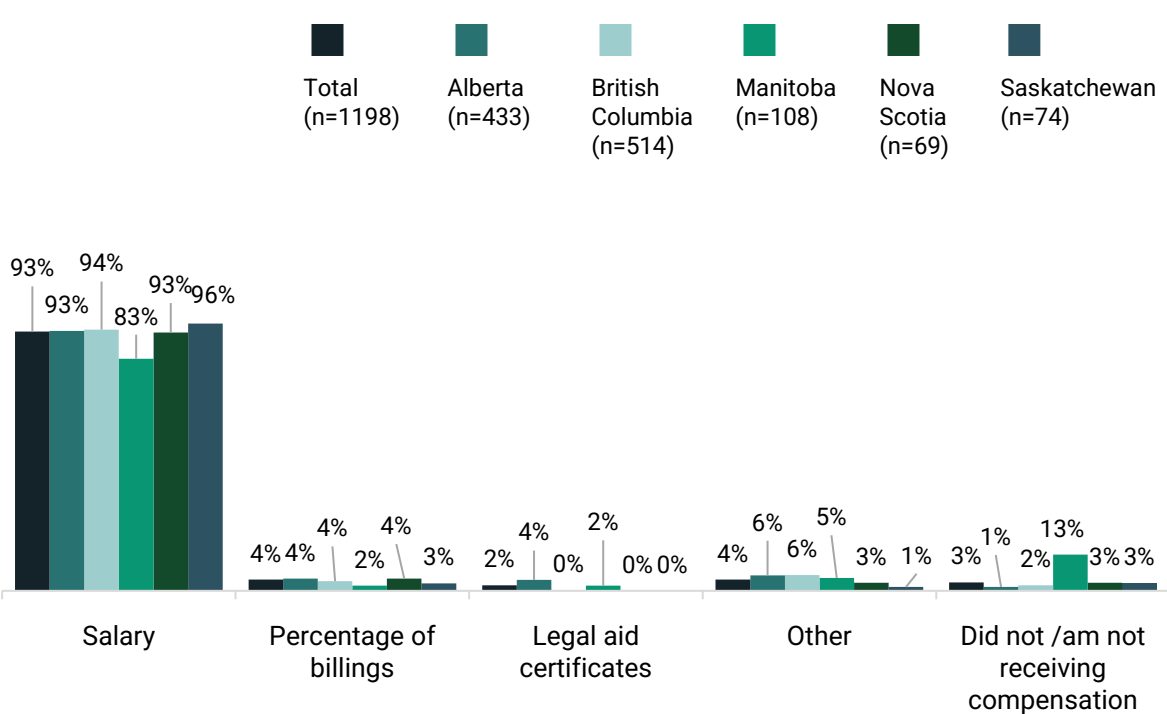
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# TYPE OF COMPENSATION

The vast majority of students/new lawyer respondents across all five provinces reported having received a salary while articling.

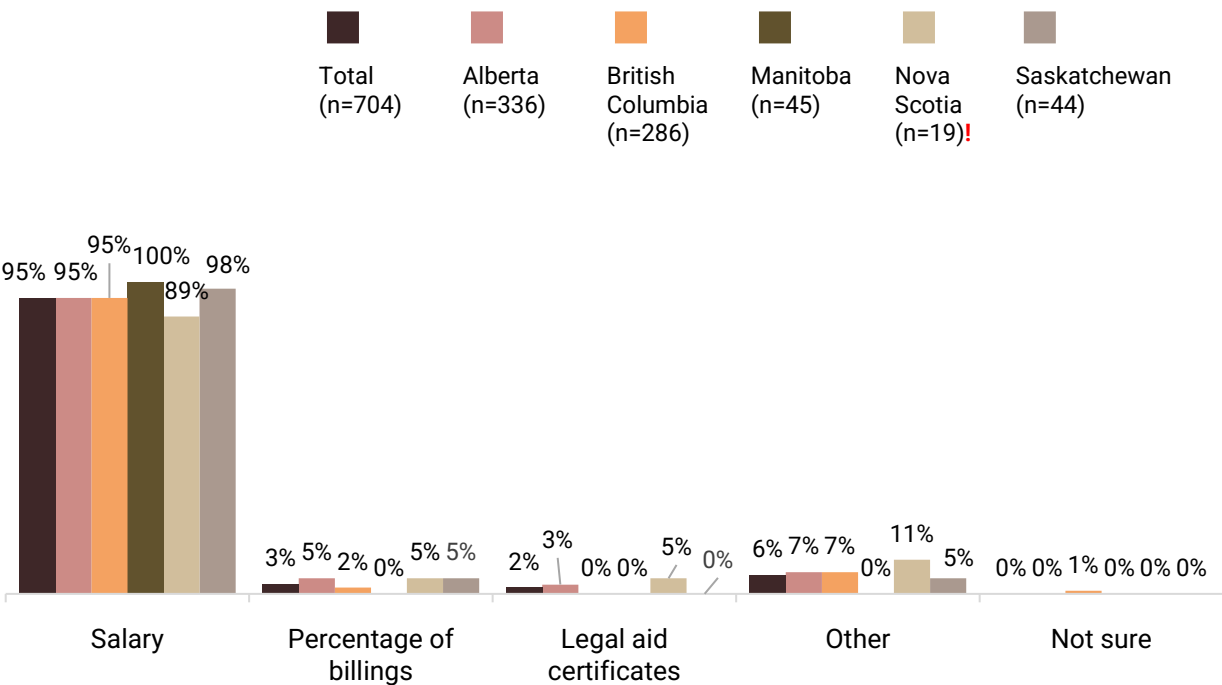
## Articling Students, New Lawyers, and Completed Articling but not Practising

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



## Principals, Recruiters, and Non-Principal Mentors

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



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

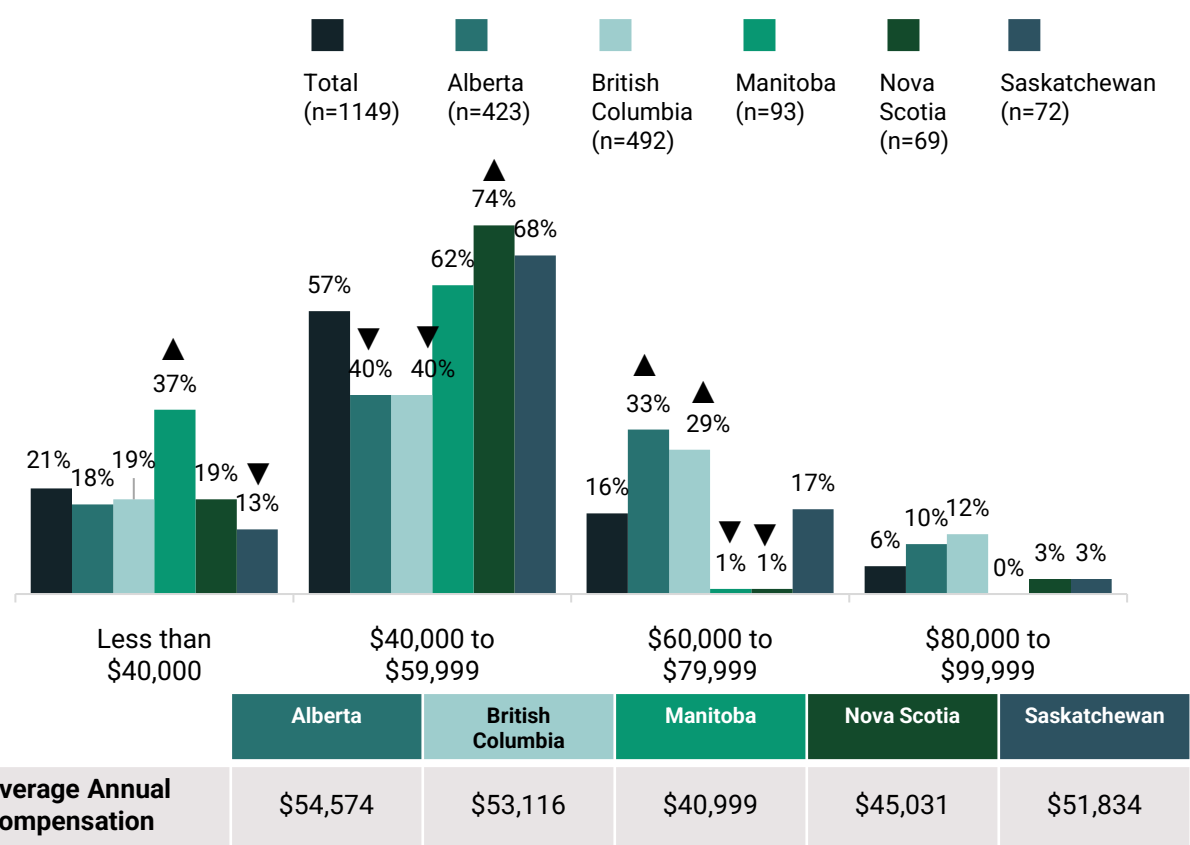
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# ANNUAL COMPENSATION

Student respondents in Alberta and British Columbia typically receive higher compensation. In contrast, based on student/new lawyer survey responses, students in Manitoba are more likely to earn under \$40,000 compared to their peers across all provinces.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

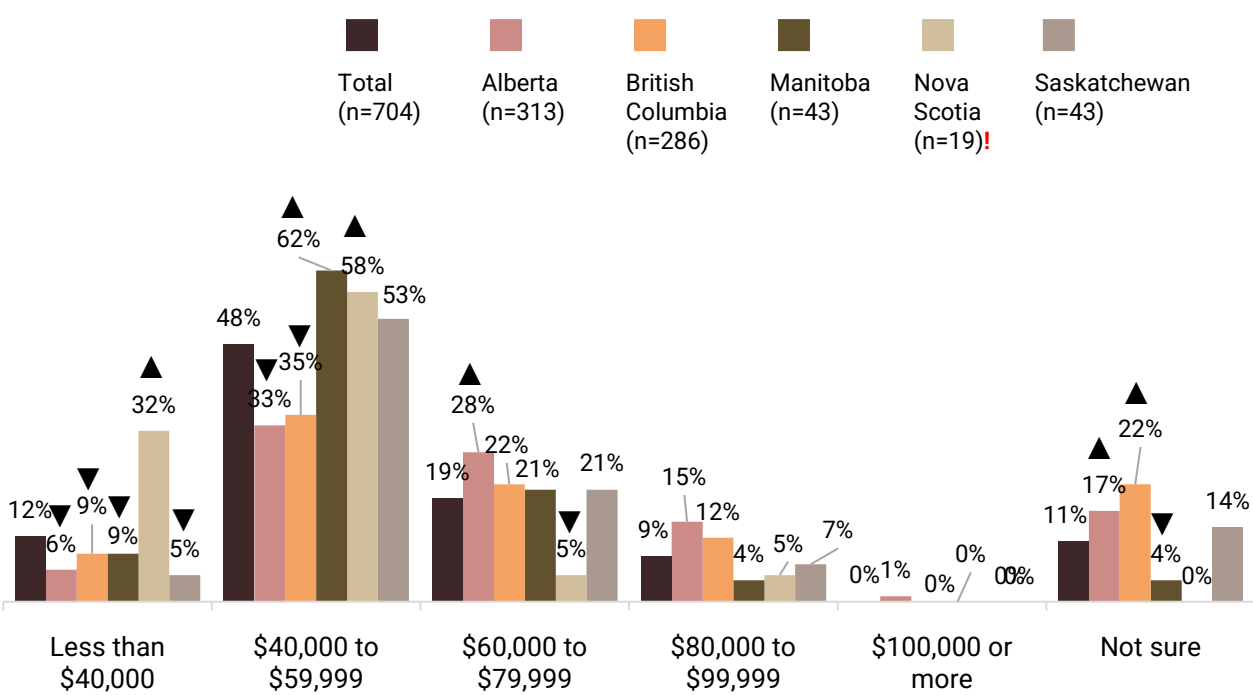
What is/was your annual compensation during your articling?



- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## Principals, Recruiters, and Non-Principal Mentors

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



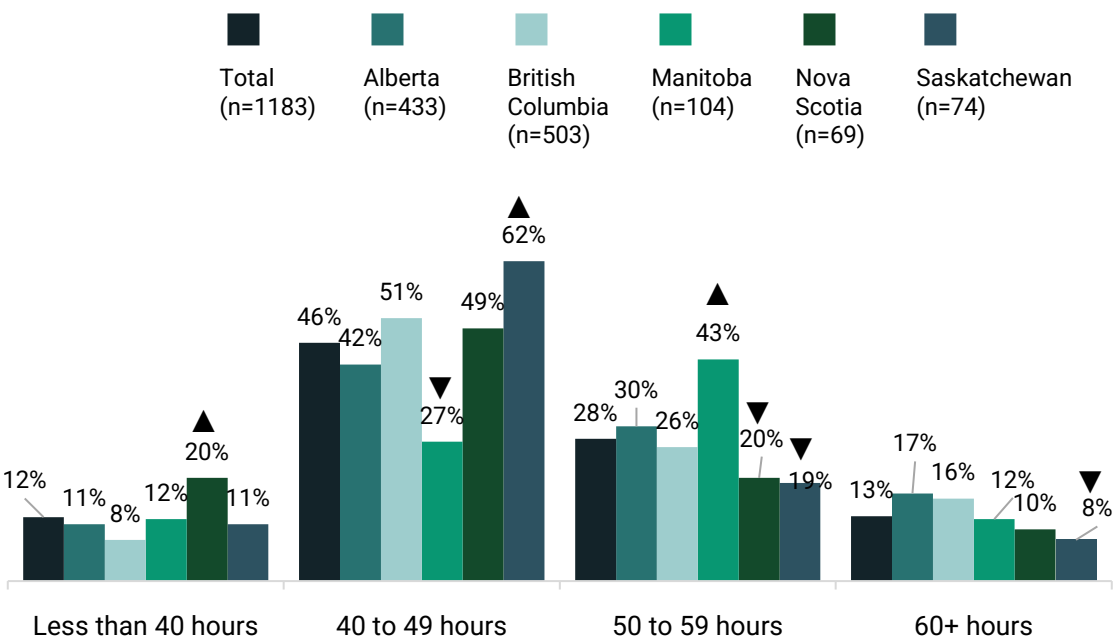
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# NUMBER OF HOURS WORKED BY ARTICLING STUDENTS

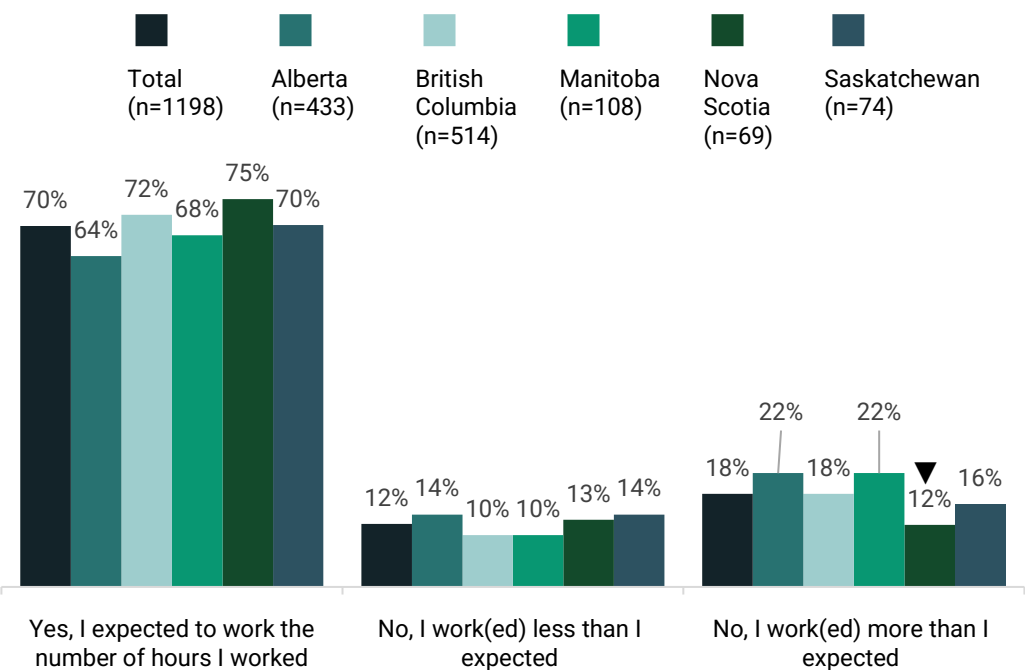
Student/new lawyer respondents in Nova Scotia and Saskatchewan typically reported a more balanced work schedule, working fewer hours compared to the average across all provinces. Additionally, students/new lawyers in Nova Scotia were less likely to indicate that they worked more hours than expected.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



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

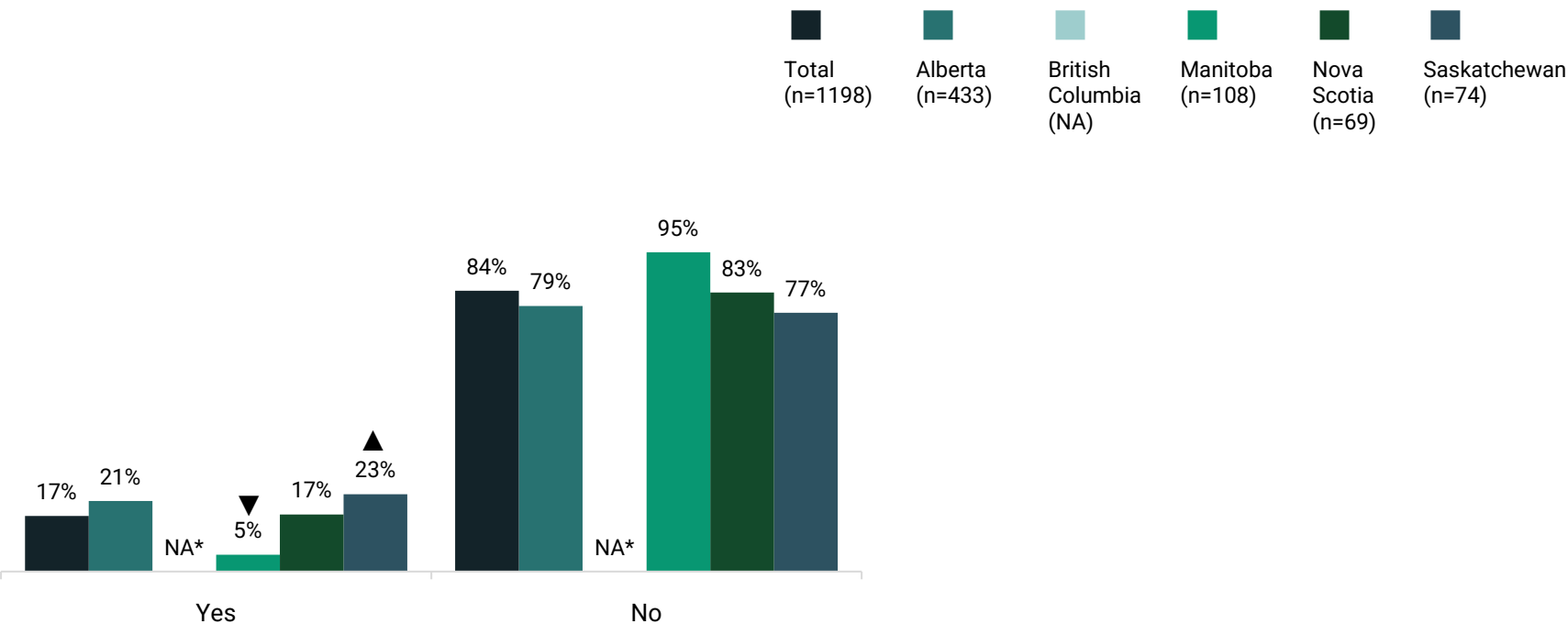


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▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

# REGULAR VS. ACCELERATED PRACTICE READINESS EDUCATION PROGRAM (PREP)

Among all students/new lawyers surveyed, those in Saskatchewan were the most likely to report having participated in Accelerated PREP, whereas students in Manitoba were the least likely to do so.

**Articling Students, New Lawyers, and Those who Completed  
Articling but are not Practising**  
*Did you take Accelerated PREP?*



\* NOTE: respondents from British Columbia were not asked this question

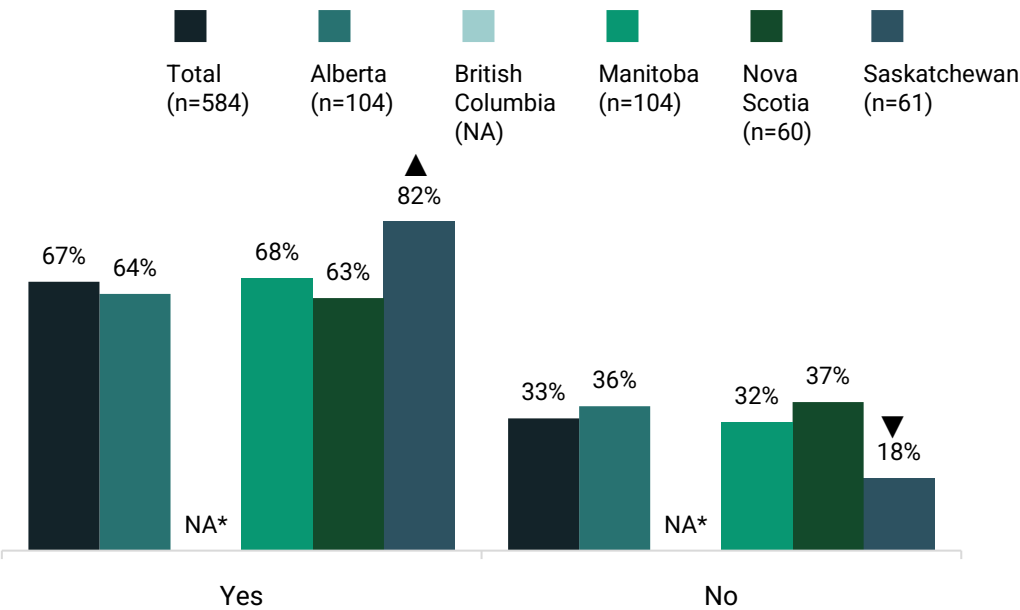
- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

# TIME TO COMPLETE BAR ADMISSION PROGRAM REQUIREMENTS DURING BUSINESS HOURS

Across provinces, over half of the student respondents enrolled in regular PREP reported that they received time during business hours to fulfill their bar admission course requirements, with students in Saskatchewan being the most likely to receive this support. Notably, a greater proportion of principal, recruiter, and mentor respondents across jurisdictions believe that students are given time to complete PREP compared to the students themselves.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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?

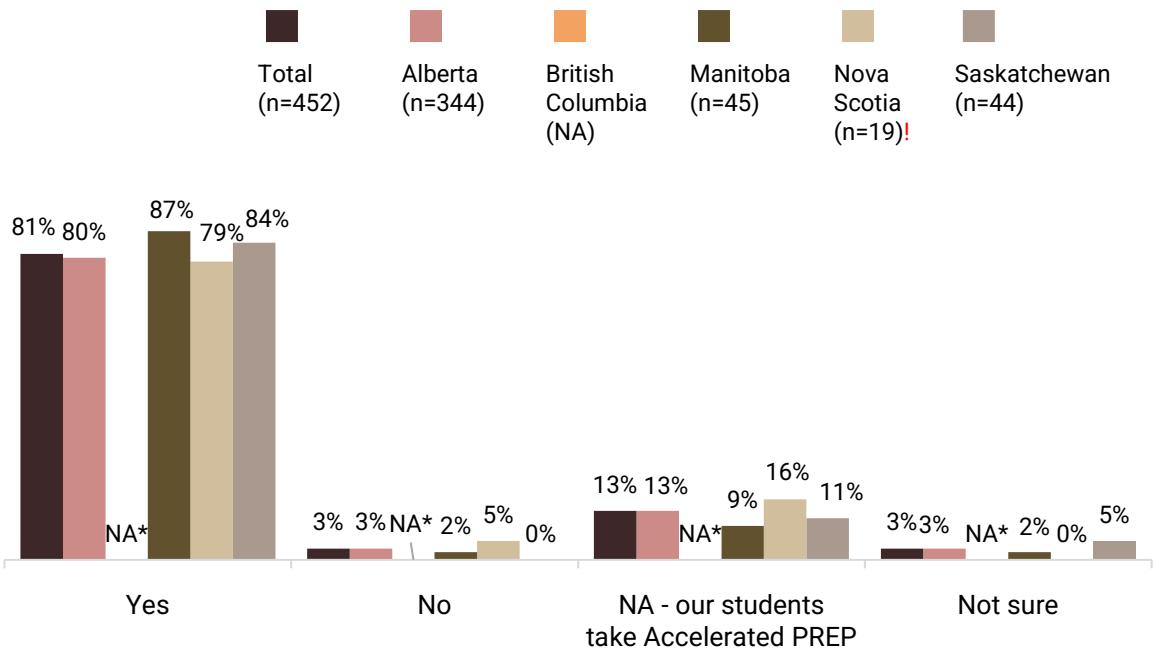


\* NOTE: respondents from British Columbia were not asked this question

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- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## 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?



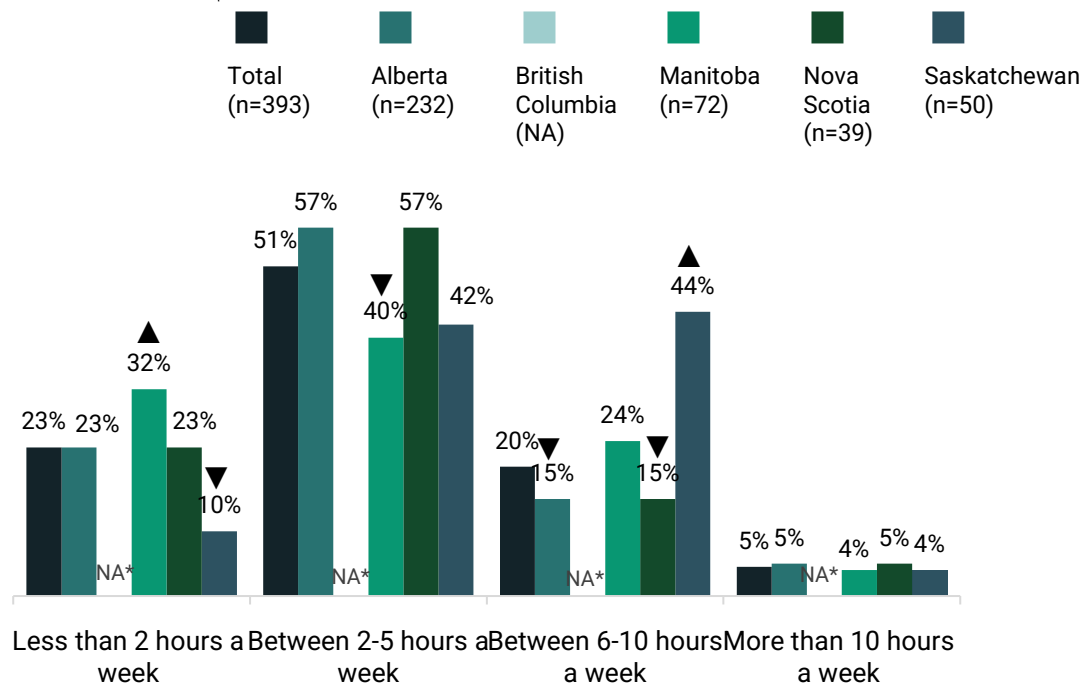
! Caution: low base size

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

Overall, student respondents in Manitoba received less time to complete their bar admission course requirements. In contrast, nearly half of the students surveyed in Saskatchewan were allocated six or more hours per week for this purpose. There is a disconnect in perceptions, as students/new lawyers report receiving fewer hours than principals, recruiters and mentors believe they are providing.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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

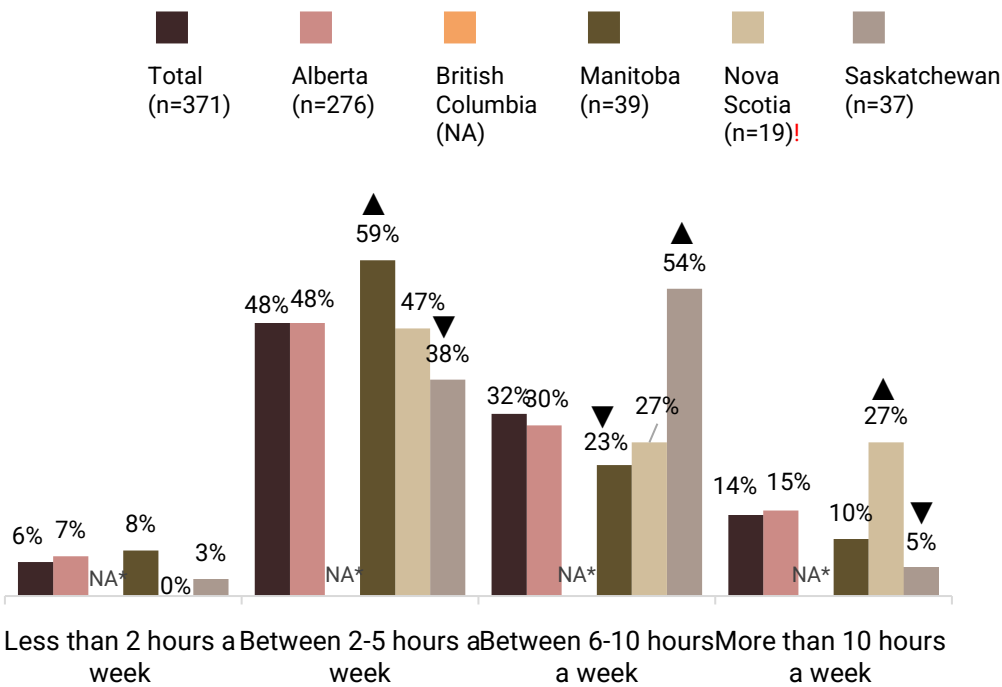


\* NOTE: respondents from British Columbia were not asked this question

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- ▬ Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## 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?



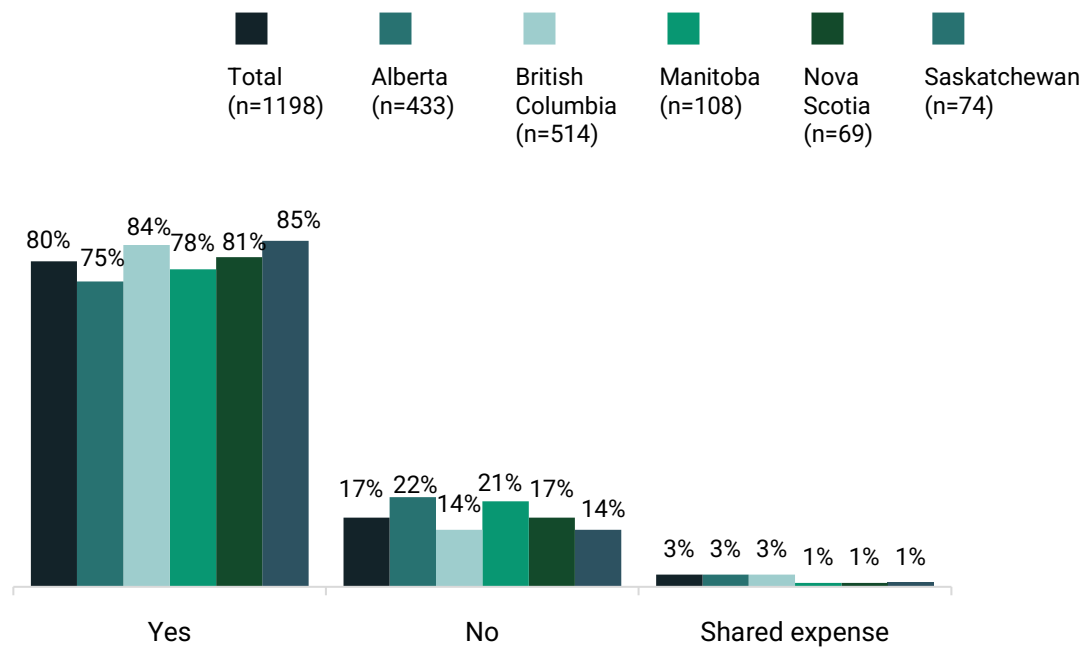
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# WHETHER FIRM / ORGANIZATION PAID BAR ADMISSION PROGRAM TUITION

More than three-quarters of student/new lawyer respondents across the five provinces reported that their firm or organization paid for their bar admission program tuition.

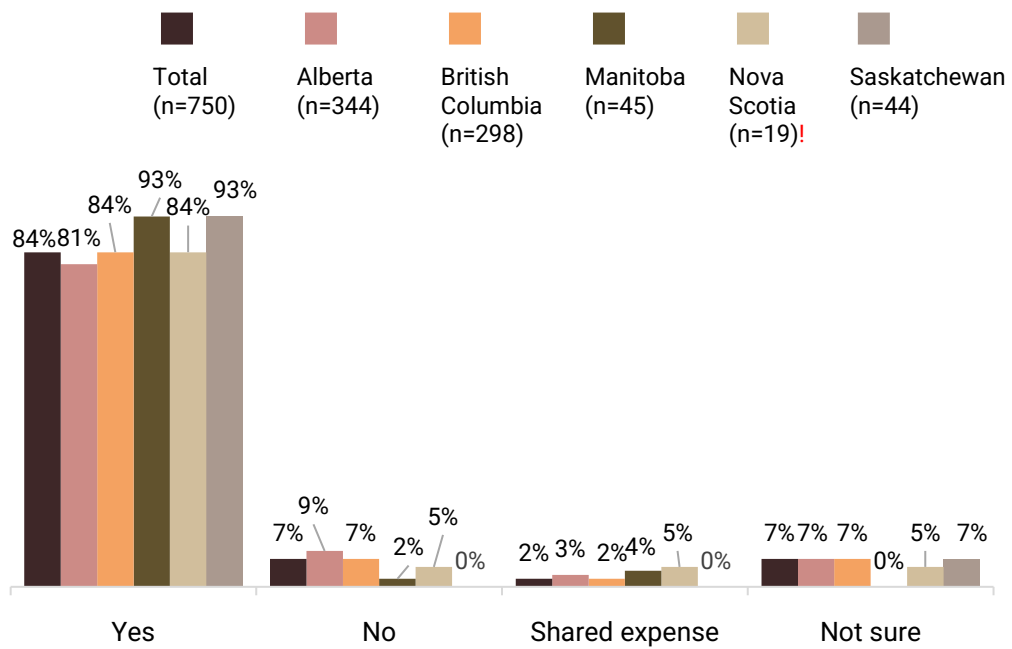
## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



## Principals, Recruiters, and Non-Principal Mentors

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



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

! Caution: low base size

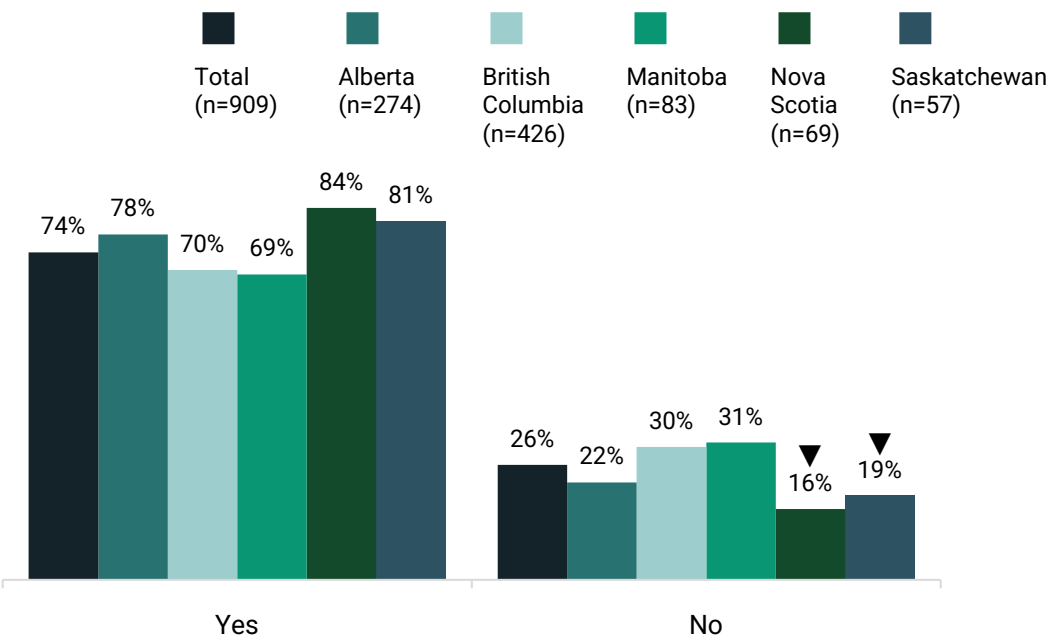


# OFFER OF A POSITION AT A FIRM WHERE ARTICLING WAS COMPLETED

Across all provinces, over two-thirds of student/new lawyer respondents reported being offered a position at their articling firm or organization. In Saskatchewan, principals, recruiters, and mentors were most likely to report that almost 100% of their students were offered a position, compared to their counterparts in other provinces.

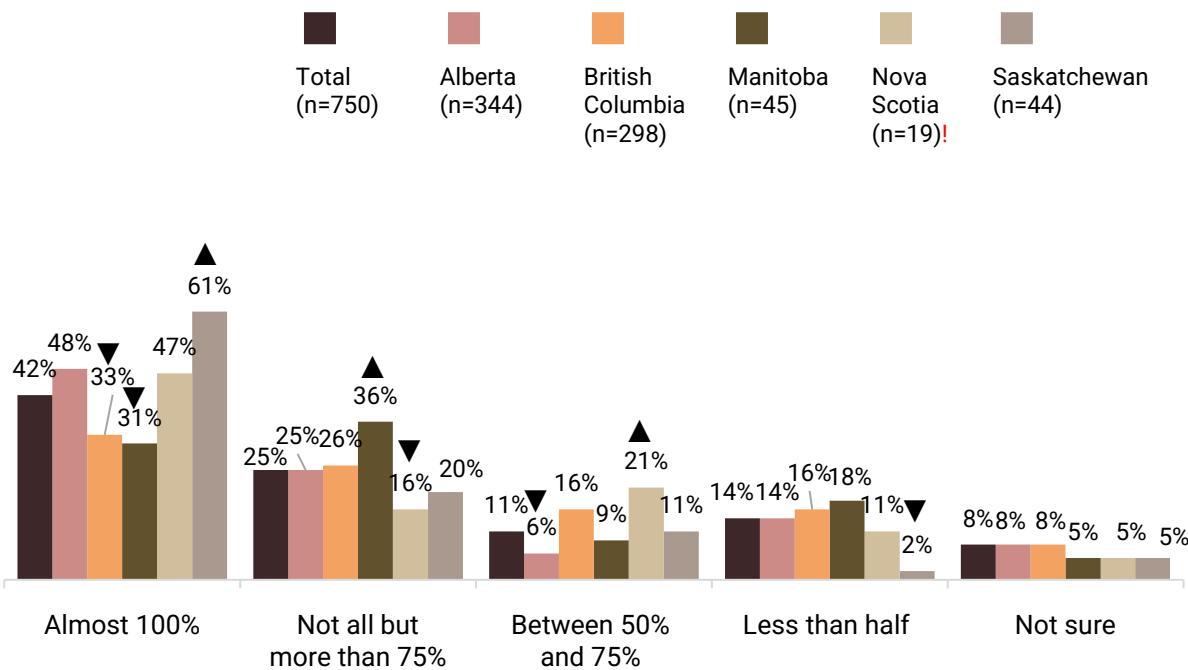
## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



## 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?



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

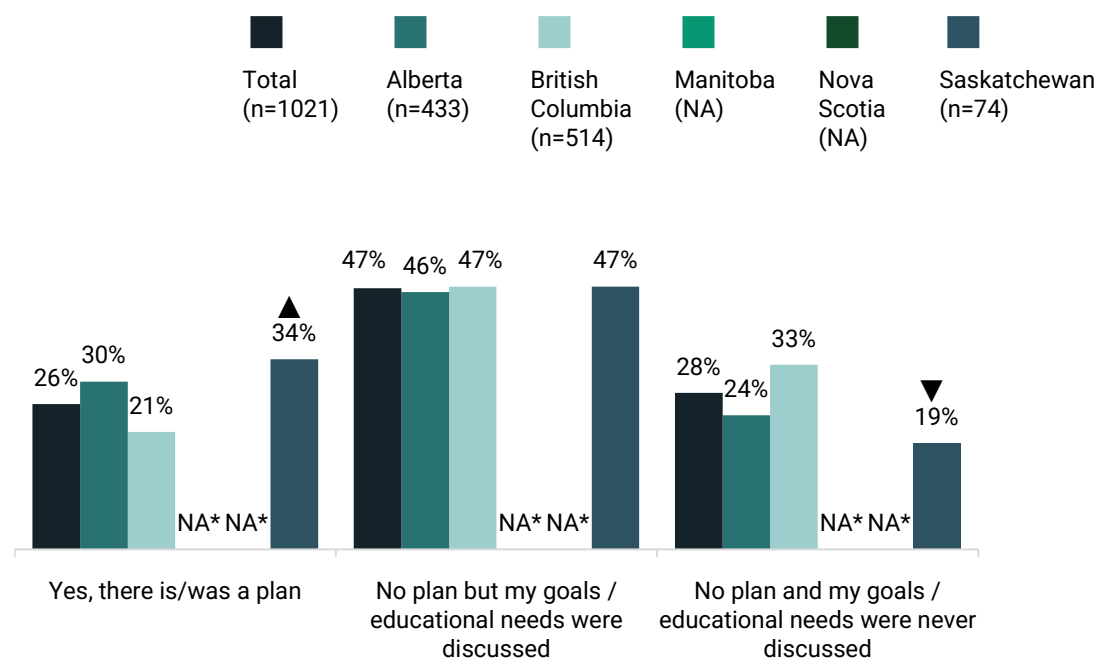
! Caution: low base size

# LEARNING PLAN PROVISIONS

Among provinces where a learning plan is not mandatory, students/new lawyer respondents in Saskatchewan are more likely to report having used one. In Manitoba and Nova Scotia, where an education plan is mandatory, the vast majority of students/new lawyers reported having followed one.

## Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

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

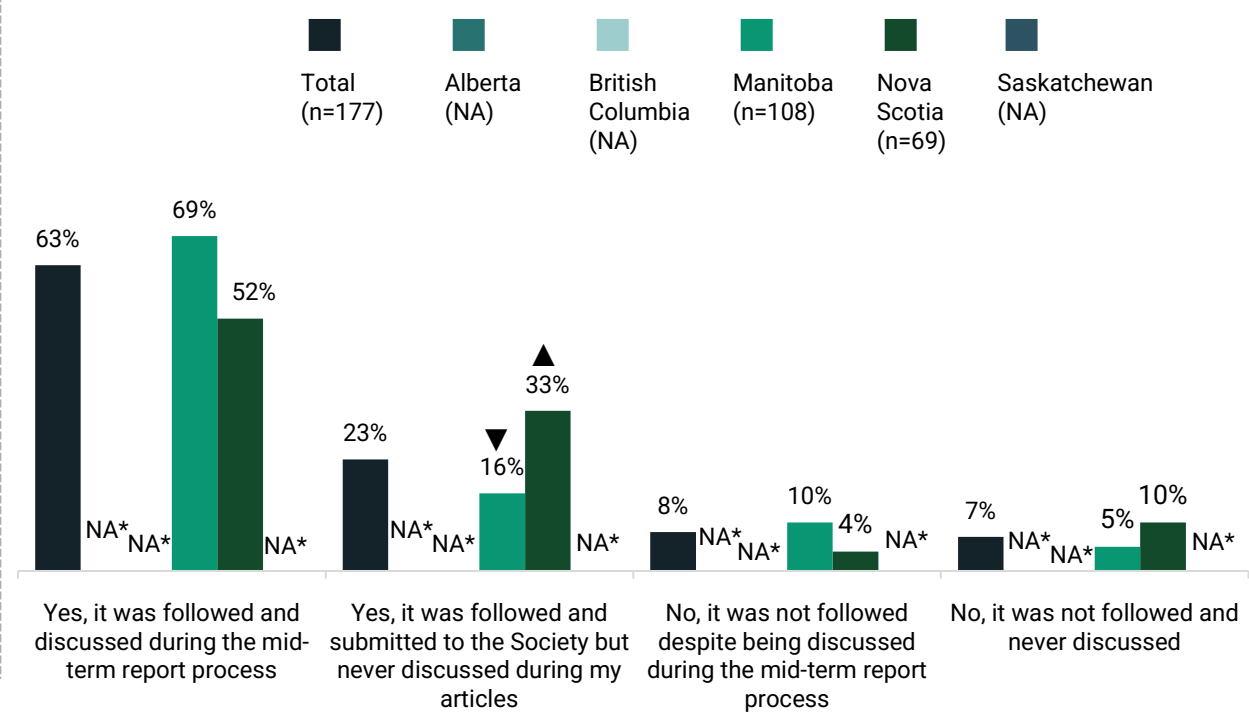


\* NOTE: The wording of the question and the answer options varied depending on whether an education plan was mandatory in the given province.

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

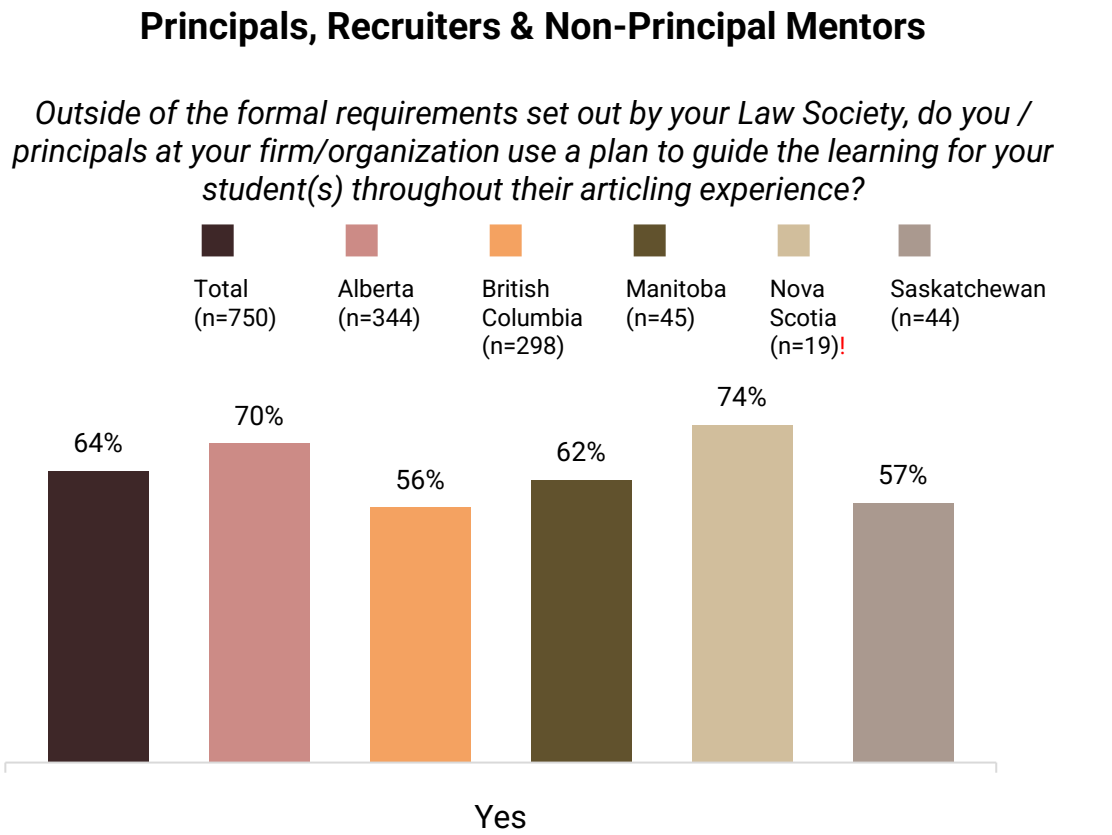
## Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

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



# LEARNING PLAN PROVISIONS

Across all provinces, more than half of principal, recruiter, and mentor respondents reported using a learning plan, including regions where it is not mandatory, such as Alberta, British Columbia, and Saskatchewan.



# PERCEIVED ADEQUACY OF TRAINING BY COMPETENCY

Student/new lawyer respondents from Alberta and Nova Scotia were more likely to ‘strongly agree’ that they received adequate training in over half of the competencies listed. In contrast, students/new lawyers from British Columbia were the least likely to express such positive perceptions. Perceptions of principals, recruiters and mentors were overall more positive.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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 agree’ that adequate training was received**)

	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saska-tchewan
	n=1198	n=433	n=514	n=108	n=69	n=74
Analytical Skills	37%	42%	31%	43%	45%▲	38%
Ethics and Professionalism	37%	46%▲	27%▼	39%	42%	49%▲
Communication Skills	35%	41%	27%▼	39%	42%▲	38%
Substantive Legal Knowledge	35%	42%▲	28%	31%	38%	34%
Conducting Matters	28%	35%▲	22%▼	23%	28%	28%
Client Relationship Management	25%	32%▲	20%▼	25%	32%▲	22%
Practice Management	19%	26%▲	13%▼	22%	25%▲	16%
Dispute Resolution	18%	24%▲	13%▼	23%▲	23%▲	14%

Ranked in descending order by Total

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## Principals, Recruiters and Non-Principal Mentors

To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas? (**‘Strongly agree’ that adequate training was received**)

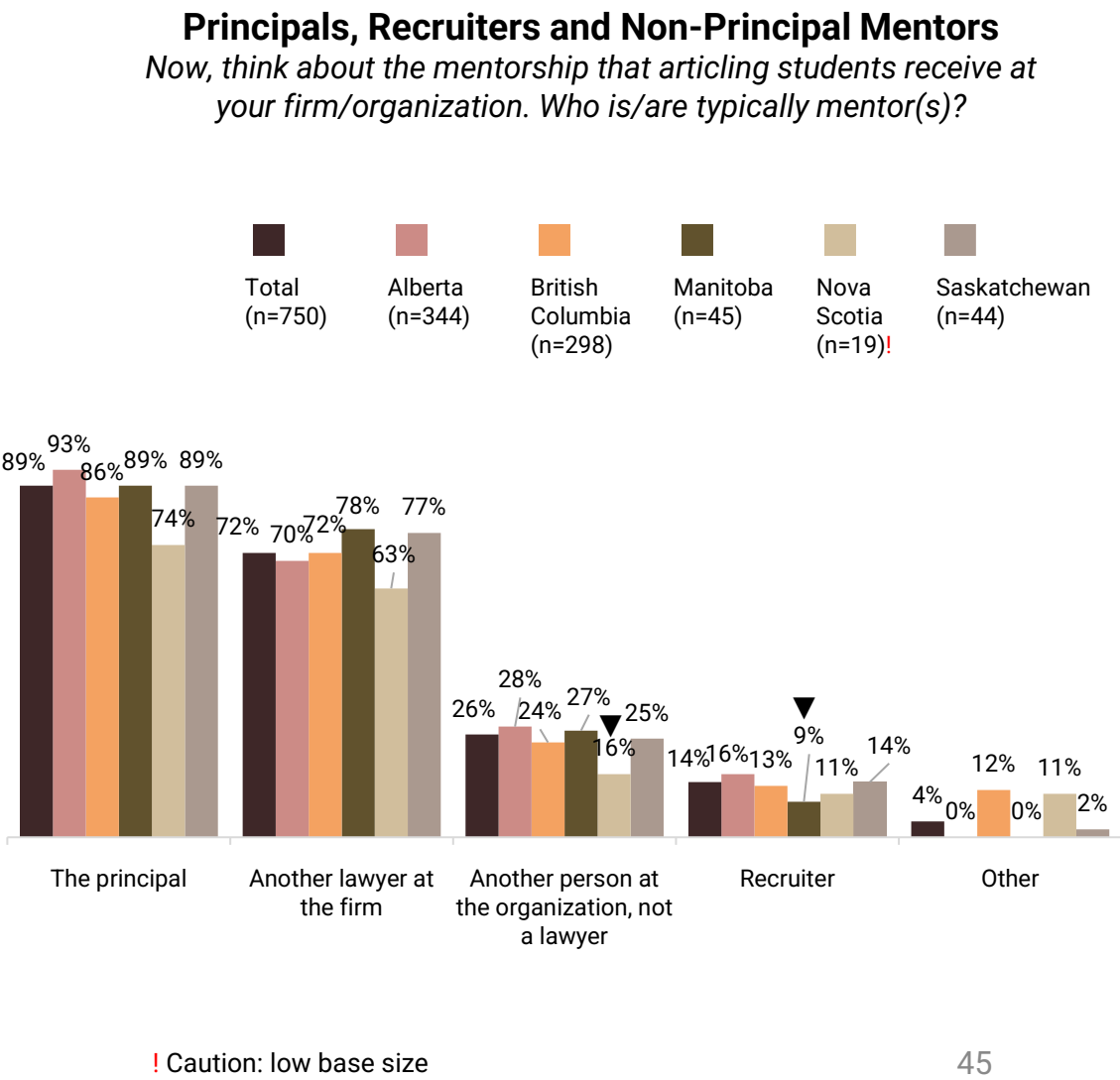
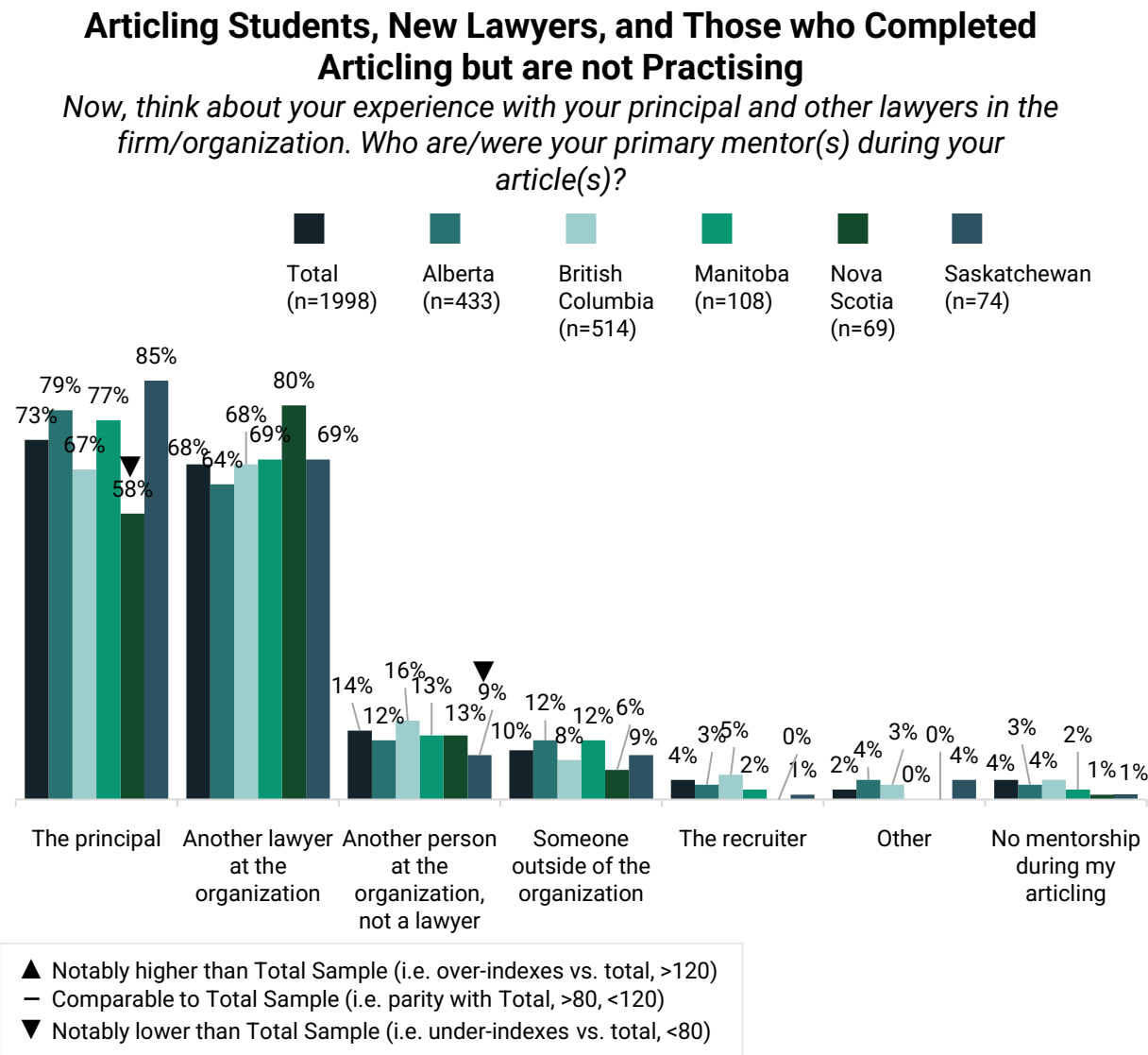
	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saska-tchewan
	n=750	n=344	n=298	n=45	n=19!	n=44
Ethics and Professionalism	65%	72%	54%	60%	74%	75%
Substantive Legal Knowledge	58%	65%	49%	53%	53%	61%
Communication Skills	55%	62%	48%	51%	63%	57%
Analytical Skills	55%	62%	45%	49%	79%▲	55%
Conducting Matters	45%	49%	36%	40%	58%▲	66%▲
Client Relationship	42%	48%	34%	49%	53%▲	41%
Practice Management	39%	45%	29%▼	47%	37%	52%▲
Dispute Resolution	36%	42%	29%	33%	37%	34%

Ranked in descending order by Total

! Caution: low base size

# WHO WERE THE PRIMARY MENTORS

In all five provinces, the principal or another lawyer at the firm was most commonly the primary mentor.

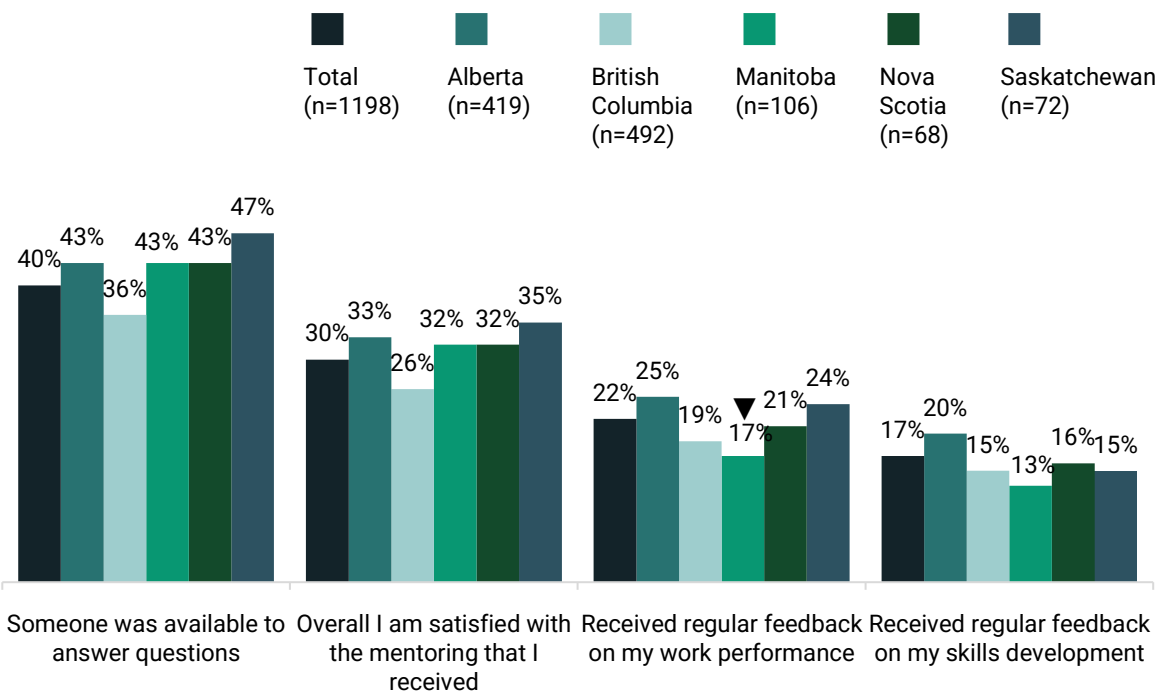


# AGREEMENT WITH STATEMENTS ABOUT THE MENTORSHIP ARTICLING STUDENTS RECEIVE

Perceptions of mentorship are largely similar across provinces; however, students/new lawyer respondents from Manitoba expressed below-average agreement about receiving regular feedback on their work performance.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

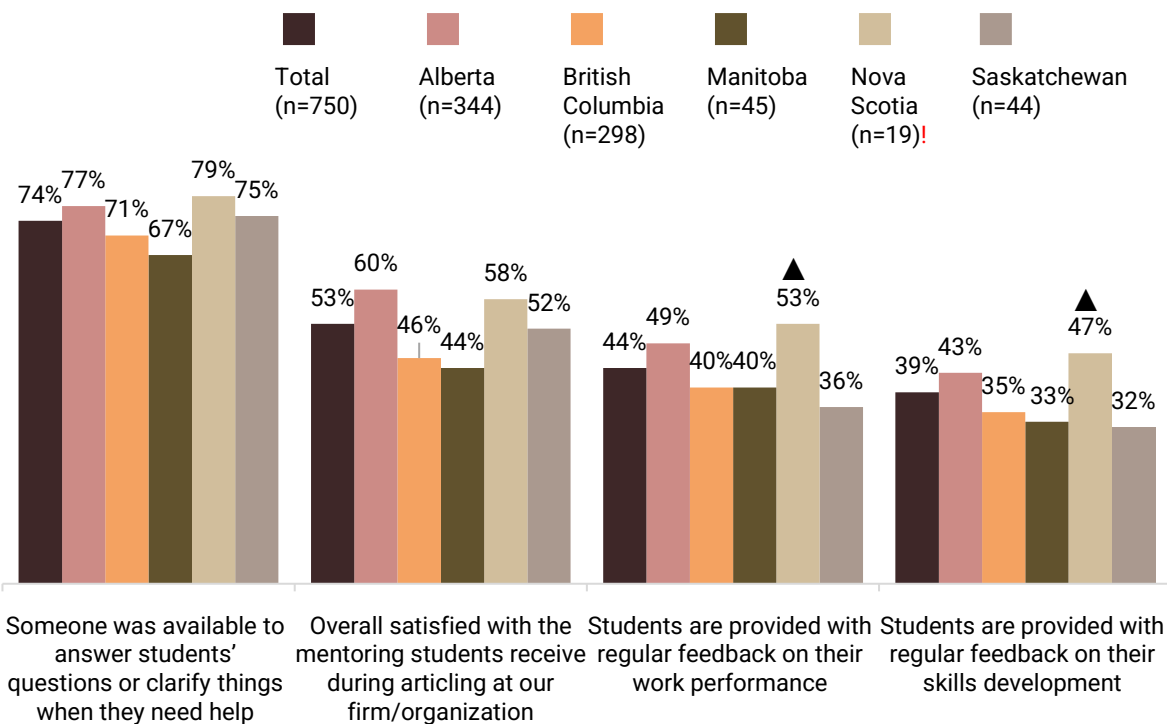
To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling? ('Strongly agree')



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## 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? ('Strongly agree')



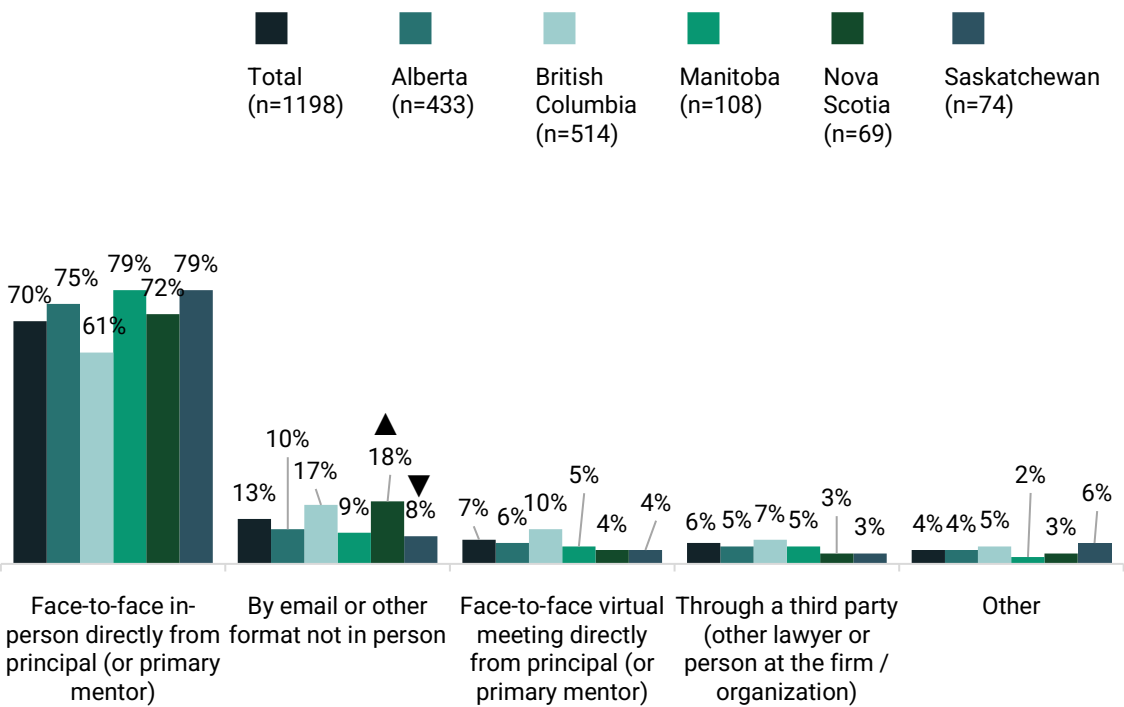
! Caution: low base size

# METHOD OF PROVIDING MENTORSHIP FEEDBACK

In all five provinces, feedback was primarily delivered face-to-face in person. However, in Nova Scotia, providing feedback by email was more common than in other provinces, according to students and new lawyers.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

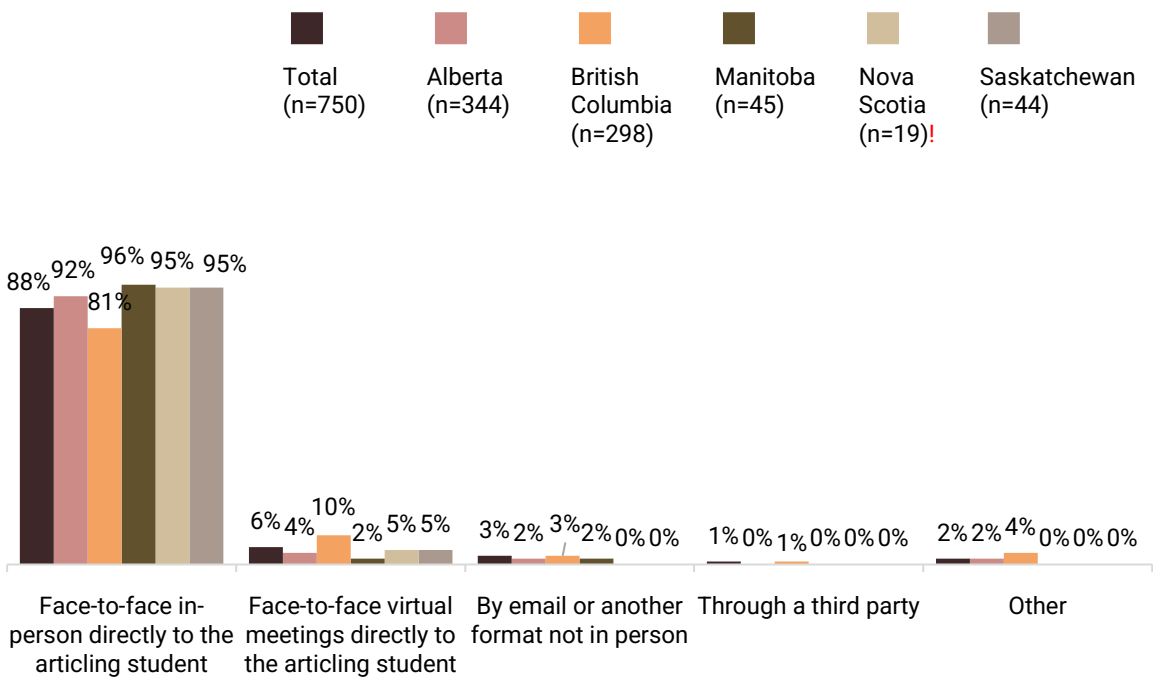
What is the primary method that you receive/received mentorship/feedback during your articling?



- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## Principals, Recruiters and Non-Principal Mentors

How do/did you provide mentorship/feedback?

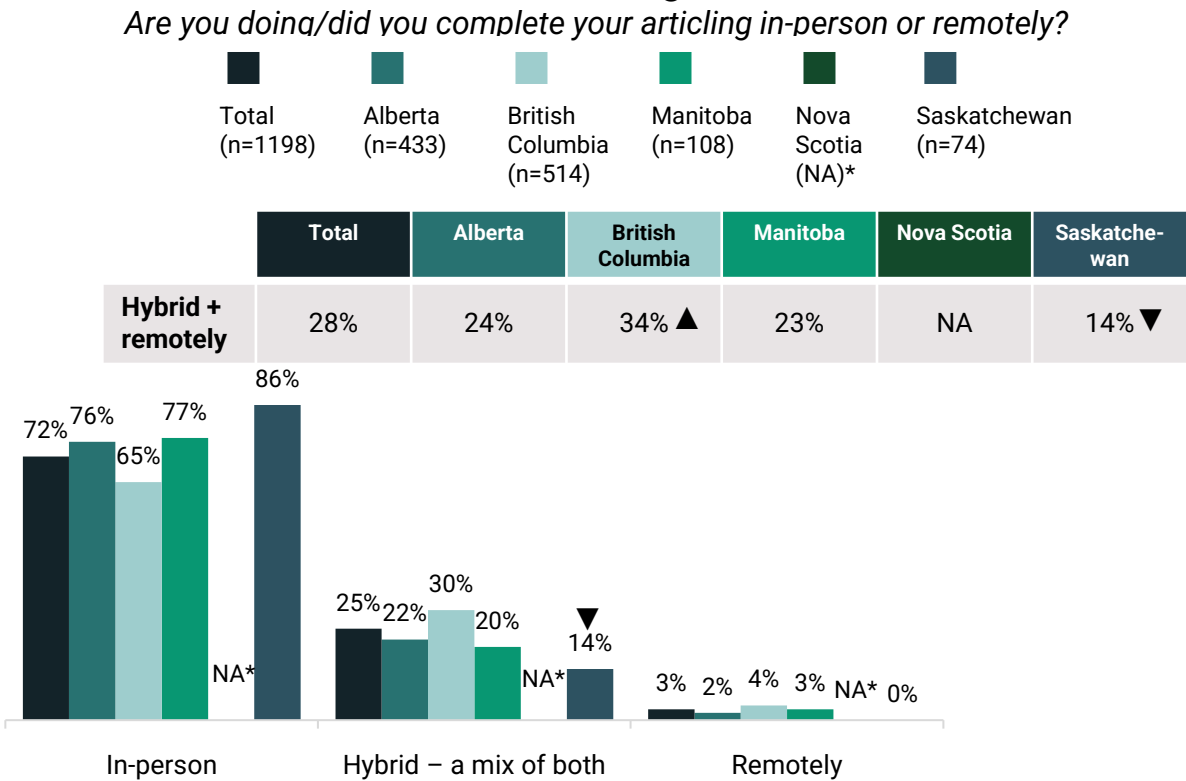


! Caution: low base size

# MODE OF ARTICLING

Although most students/new lawyer respondents across all five provinces completed their articling in person, those from British Columbia were more likely to do so remotely or through a hybrid approach than their peers in other provinces.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

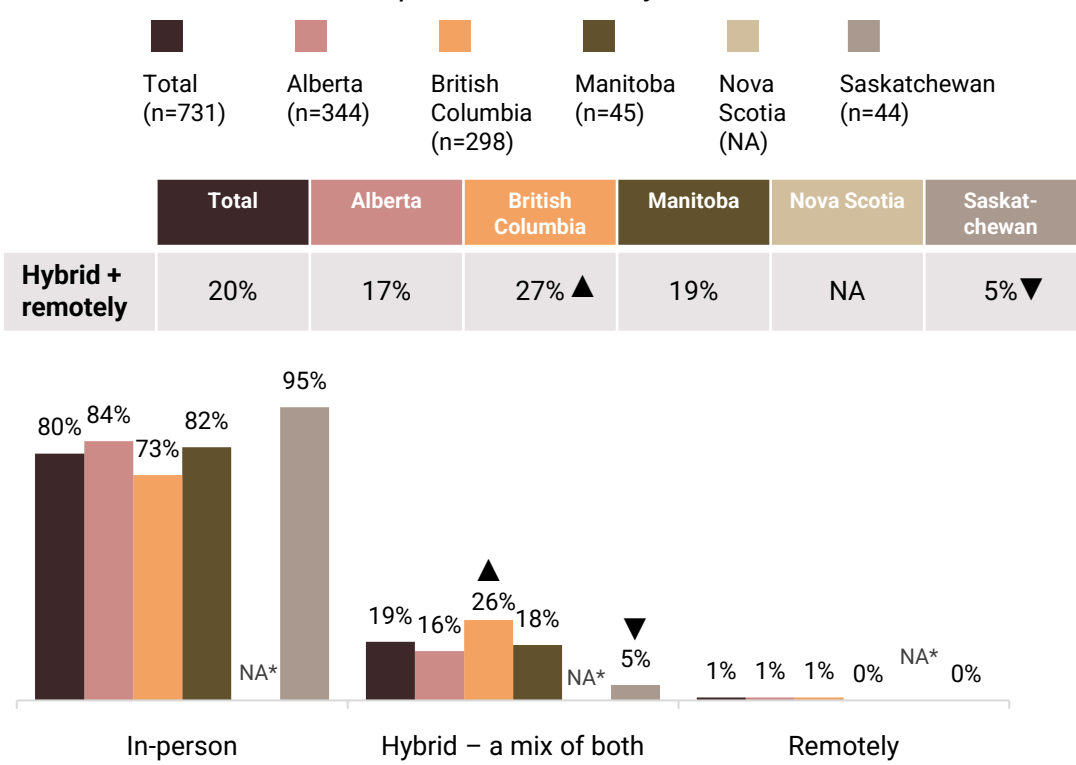


\* NOTE: Respondents from Nova Scotia were not asked this question.

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## Principals, Recruiters and Non-Principal Mentors

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



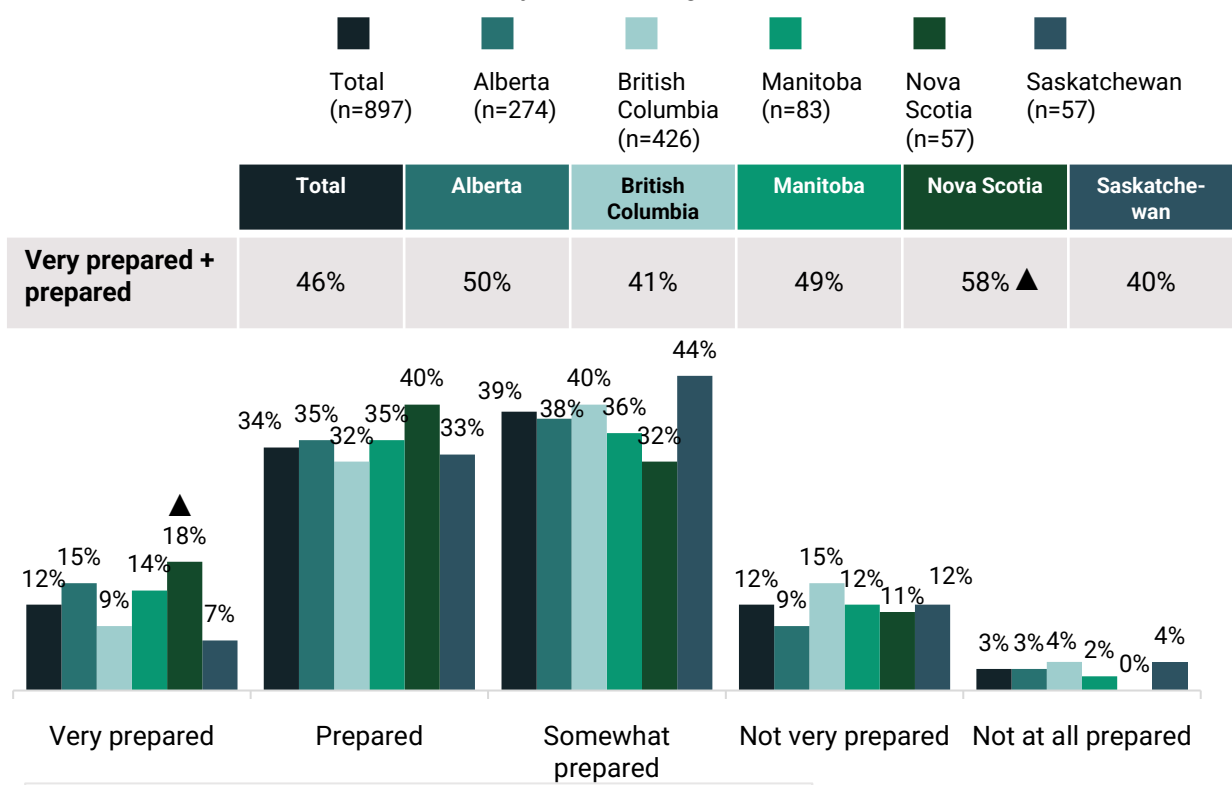


# LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

The confidence of students/new lawyer in their preparedness for entry-level practice (‘very prepared’ + ‘prepared’) is consistent across all provinces, except in Nova Scotia, where a notably higher number of respondents felt prepared. Principals, recruiters and mentors across all provinces expressed greater confidence in students’ preparedness than the students/new lawyers themselves.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

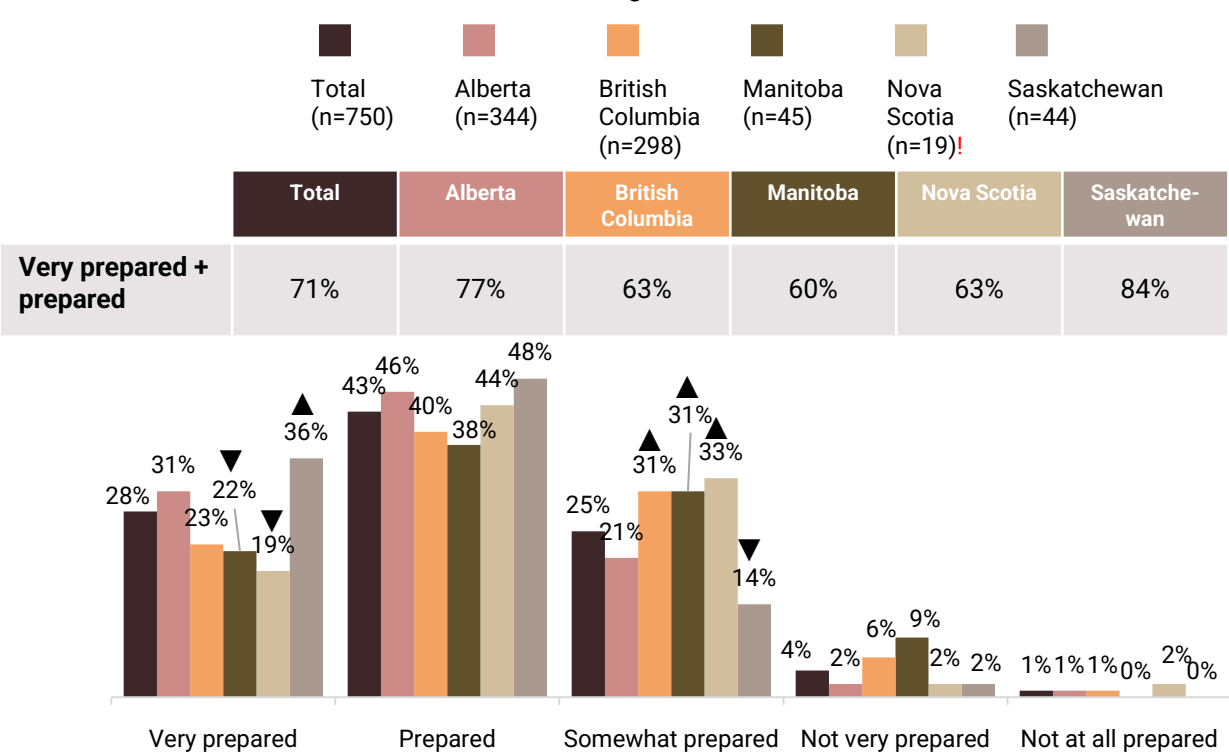
How prepared were you to enter the practice of law once you completed your articling?



- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## 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?

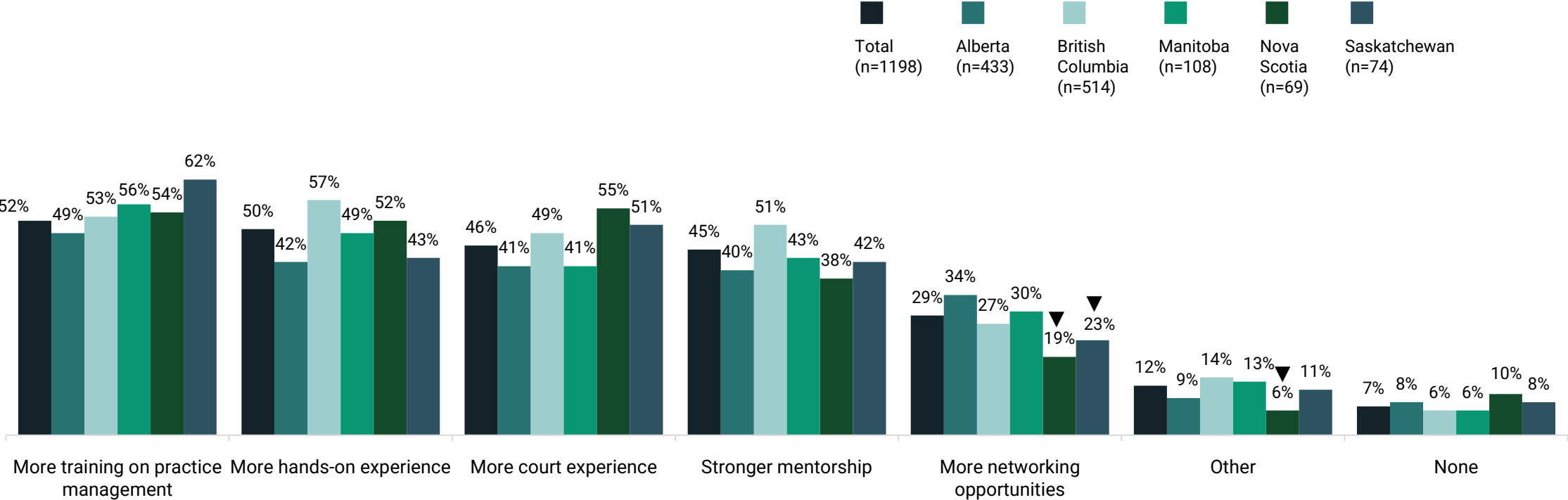


! Caution: low base size

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

Across all five provinces, student/new lawyer respondents identified training in practice management, hands-on experience, court exposure, and stronger mentorship as the most needed resources.

**Articling Students, New Lawyers, and Those who Completed Articling but are not Practising**  
*What additional tools and resources do you believe are needed to help you be better prepared for entry level practice?*



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— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

# MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

Across all five provinces, the most positive aspects of the articling experience are perceived to be gaining hands-on experience, working on interesting files, and engaging in practice areas of interest. Alberta student respondents particularly noted compensation, emotional support, and ongoing learning sessions as positives, while students/new lawyers in Manitoba, Nova Scotia, and Saskatchewan were less likely to mention compensation.

**Articling Students, New Lawyers & Those Who Completed Articling but are not Practising**  
*Overall, what would you say are/were the most positive aspects of your articling experience?*

	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
	n=1198	n=433	n=514	n=74	n=69	n=74
Getting hands-on experience	67%	70%	64%	67%	70%	68%
Working on interesting files	65%	69%	61%	61%	71%	66%
Being exposed to specific areas of practice that are interesting to me	59%	60%	57%	57%	67%	61%
Working closely with supportive and helpful lawyers	55%	54%	54%	61%	59%	53%
Getting experience doing a wide range of relevant tasks	54%	59%	52%	51%	45%	50%
Working with clients	47%	52%	42%	51%	52%	42%
Observing professional and ethical behaviour	47%	52%	43%	50%	41%	47%
The mentorship I received from my principal	43%	50%	36%	48%	36%	45%
Being a contributing part of a team and making a difference	42%	48%	38%	37%	36%	38%
The feedback I received to help me improve	39%	39%	34%	43%	32%	32%
Working with other articling students	32%	36%	31%	31%	33%	20%▼
The compensation I received	20%	26%▲	18%	10%▼	14%▼	15%▼
The emotional support that was available to me	19%	25%▲	17%	15%	19%	15%
The on-going learning sessions to help ensure my learning goals were met	15%	20%▲	13%	13%	7%▼	12%
The onboarding training that helped me prepare for articling	11%	13%	11%	15%	6%▼	8%
Other	4%	4%	4%	5%	0%	8%
There are/were no positive aspects of my articling experience	3%	2%	3%	1%	0%	1%

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# MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

Across provinces, opportunities to provide hands-on experience, mentorship, and feedback were perceived as some of the most positive aspects of the articling experience for principal, recruiter, and mentor respondents. In Manitoba, respondents particularly highlighted allowing articling students to contribute to a practice group or team as a positive aspect.

## 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?

	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
	n=750	n=344	n=298	n=45	n=19!	n=44
Providing hands-on experience to articling students	81%	83%	76%	84%	89%	91%
The opportunity to provide mentorship to articling students	78%	80%	76%	84%	53%▼	84%
Providing feedback to help ensure articling students improve	73%	77%	69%	76%	74%	63%
Providing the opportunity for articling students to work on interesting files	68%	72%	61%	69%	53%▼	77%
Providing the opportunity for articling students to work with clients	57%	63%	50%	56%	58%	52%
Exposing articling students to specific areas of practice that interest them	55%	60%	49%	51%	58%	61%
Providing a wide range of tasks that are relevant to the practice of law	54%	59%	47%	60%	63%	50%
Allowing articling students to contribute to a practice group/team	54%	58%	47%	73%▲	47%	57%
Providing well-being supports to articling students	44%	47%	42%	40%	32%▼	41%
Onboarding articling students to the law firm/organization experience	37%	38%	35%	42%	32%	32%
Participating in learning sessions to ensure articling students' goals are met	34%	39%	29%	36%	37%	25%▼
Other	3%	6%	5%	2%	0%	7%
There are no positive aspects of the articling experience	1%	1%	1%	0%	0%	0%

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! Caution: low base size

# KEY CHALLENGES

Managing workload is a significant challenge across all five provinces, though it is less pronounced in Saskatchewan. In Manitoba, the biggest challenge for students/new lawyer respondents is not being paid or receiving minimal pay, whereas this issue is less common in Alberta. Nova Scotia students/new lawyers were less likely to cite lack of clarity and structure to their role as challenges.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

Overall, what do you think are the key challenges to being an articling student?

	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
	n=1198	n=433	n=514	n=74	n=69	n=74
Managing workload, i.e. firm work, bar admission course, etc.	50%	55%	46%	56%	51%	38%▼
Not being paid or being paid minimally	45%	35%▼	49%	61%▲	51%	38%
Limited availability of articling positions	41%	39%	44%	43%	38%	34%
Lack of clarity on what is required	38%	38%	39%	32%	30%▼	42%
Long working hours	37%	41%	35%	41%	26%▼	27%▼
Lack of support with the steep learning curve	36%	35%	39%	40%	23%▼	36%
Having a place to address concerns without fear of reprisal	36%	34%	40%	31%	26%▼	30%
Getting proper exposure to different areas of practice	34%	35%	32%	40%	32%	35%
Receiving training in all competency areas	34%	31%	35%	40%	38%	31%
Lack of mentorship	34%	31%	39%	26%▼	33%	30%
Lack of structure to my role	33%	31%	37%	30%	23%▼	39%
Navigating through personality differences	32%	36%	33%	23%▼	17%▼	23%▼
Lack of feedback	32%	30%	35%	31%	35%	30%
Additional costs e.g. bar admission course tuition, etc.	29%	28%	30%	25%	33%	30%
Getting access to appropriate mental health supports	24%	26%	24%	18%▼	14%▼	26%
Poor role models	23%	22%	26%	13%▼	17%▼	20%
Unrealistic expectations going into the position	22%	26%	21%	19%	14%▼	20%
Lack of tools / resources to help my principal support me	18%	16%	20%	20%	12%▼	12%▼
Other	10%	9%	11%	3%▼	0%▼	11%
I didn't find my experience(s) to be challenging	4%	4%	4%	2%	5%	8%

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# KEY CHALLENGES

A major challenge for everyone, particularly principals, recruiters, and mentors in Manitoba, is the lack of time to mentor articling students. Respondents in British Columbia, more so than in other provinces, also highlighted a lack of training, tools and resources to support articling students, as well as unclear expectations for principals, recruiters, and mentors. Respondents in Saskatchewan noted difficulties in training students across all competency areas and providing exposure to various practice areas.

## Principals, Recruiters & Mentors

What key challenges are faced by a recruiter, principal or mentor of an articling student in an articling placement?

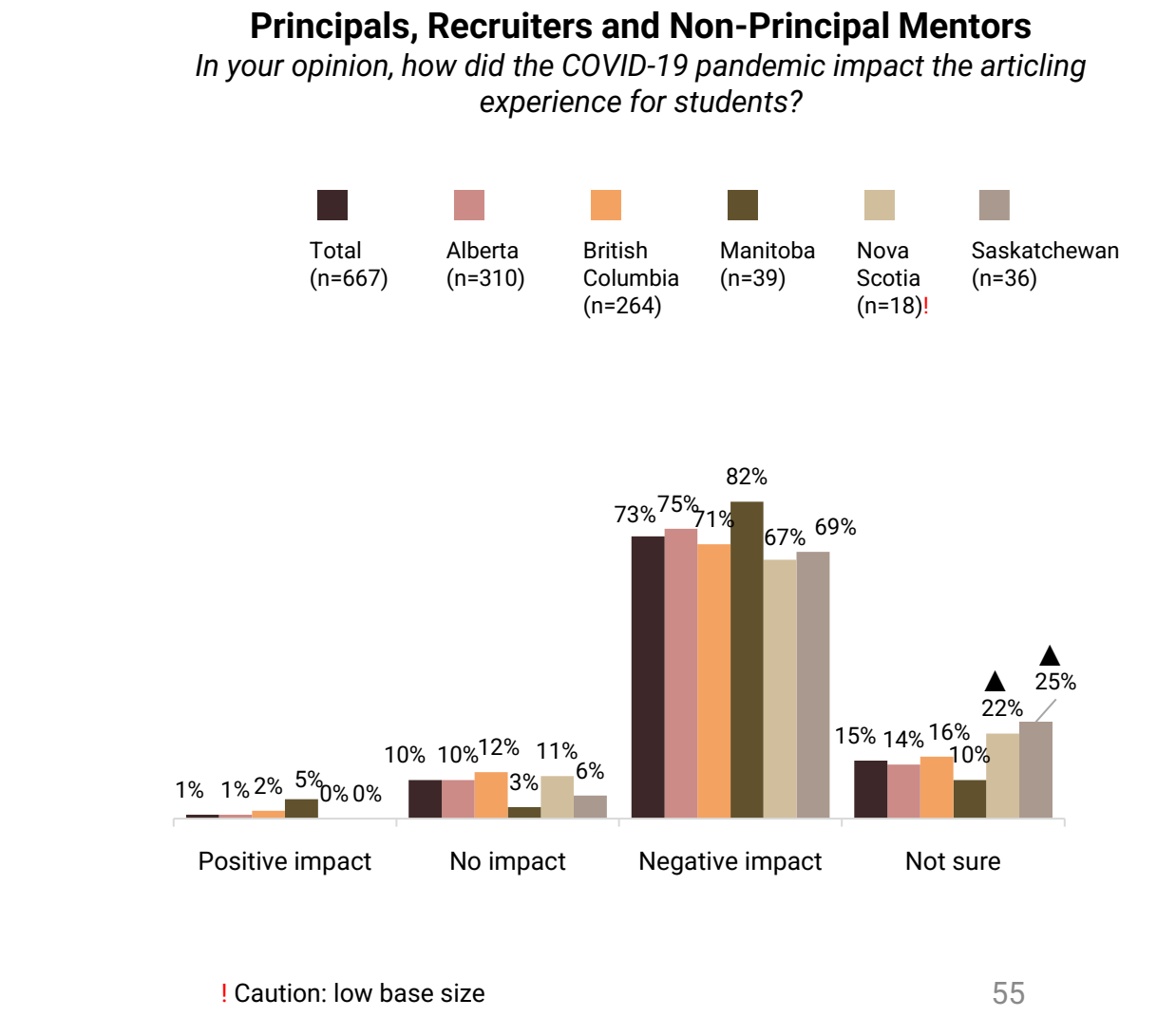
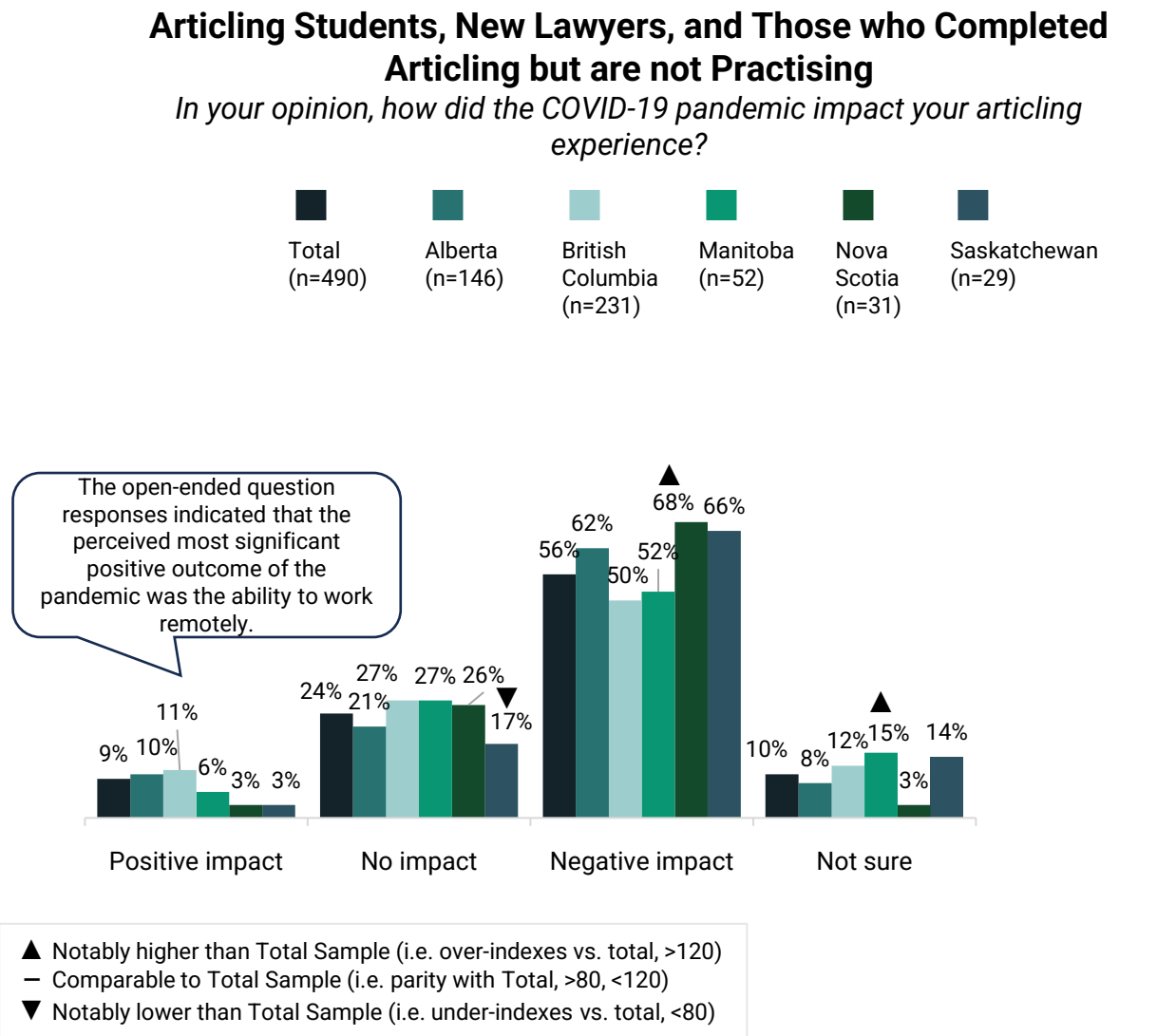
	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
	n=750	n=344	n=298	n=45	n=19!	n=44
Lack of time to mentor articling students	44%	42%	45%	53%▲	42%	52%
Supporting articling students through their steep learning curve	38%	35%	41%	42%	42%	30%▼
High costs associated with hiring articling students	32%	30%	37%	20%▼	42%▲	23%▼
Training articling students in all competency areas	30%	29%	32%	27%	32%	39%▲
Unrealistic expectations of articling students	30%	34%	28%	22%▼	42%▲	20%▼
Understanding the unique learning styles of articling students	29%	35%▲	23%▼	22%▼	37%▲	32%
Exposing articling students to different areas of practice	26%	25%	28%	24%	16%▼	34%▲
Managing personality differences	24%	27%	20%	29%▲	47%▲	14%▼
Giving articling students feedback they can learn from	22%	25%	19%	11%▼	26%	27%▲
Lack of training on being a principal/recruiter/mentor	15%	7%▼	24%▲	22%▲	16%	11%
Lack of tools / resources available to help me support articling students	13%	10%	18%▲	2%▼	5%▼	11%
Lack of clarity on what is required of me as a principal/recruiter/mentor	12%	7%▼	18%▲	16%	11%	11%
Providing access to the appropriate mental health supports as needed	11%	13%	9%	7%	11%	7%
Other	11%	15%	8%	2%▼	10%	9%
There are no challenges to being a principal/recruiter/mentor	5%	5%	4%	7%	5%	5%

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! Caution: low base size

# IMPACT OF COVID-19 PANDEMIC

Half or more of the respondents from all provinces felt that COVID-19 negatively impacted students' articling experiences, with Nova Scotia showing a higher-than-average perception of this effect. Overall, negative effects of COVID-19 were more likely to be reported by principals, recruiters, and mentors than by students and new lawyers.

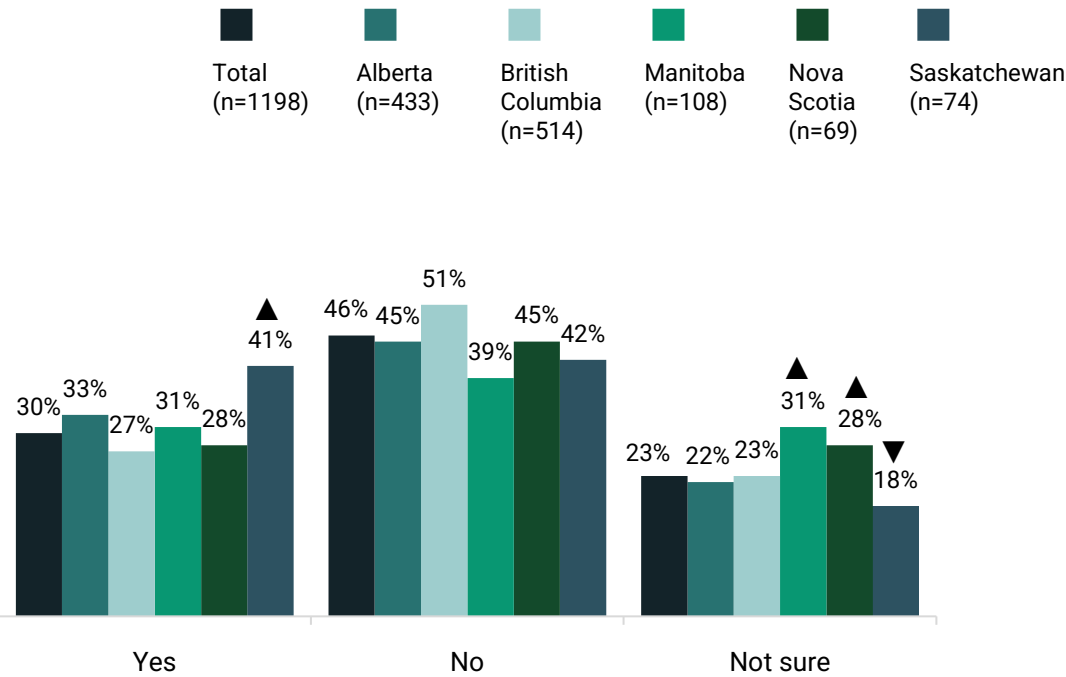


# AVAILABILITY OF MENTAL HEALTH SUPPORTS

Saskatchewan students and new lawyer respondents, along with British Columbia principal, recruiter and mentor respondents, demonstrated a higher perception of the availability of mental health resources. In contrast, students and new lawyer respondents from Manitoba and Nova Scotia were more uncertain about their availability.

## Articling Students, New Lawyers & Those Who Completed Articling but are not Practising

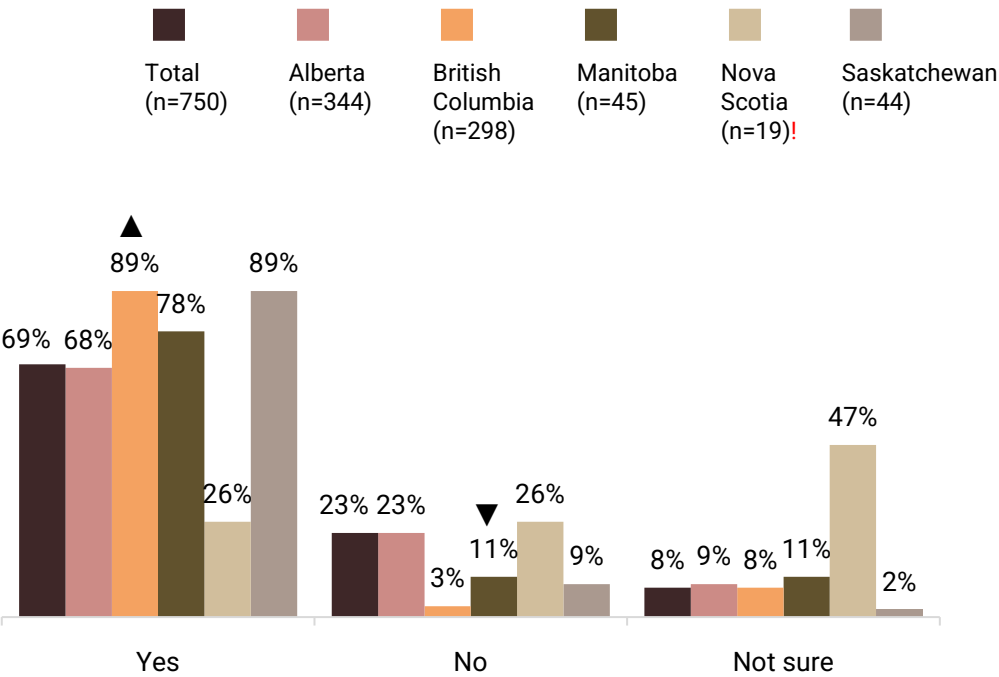
Are/were there appropriate mental health supports available at the firm/organization where you are/were articling to help you with managing stress, anxiety, etc.?



- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## 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.?



! Caution: low base size

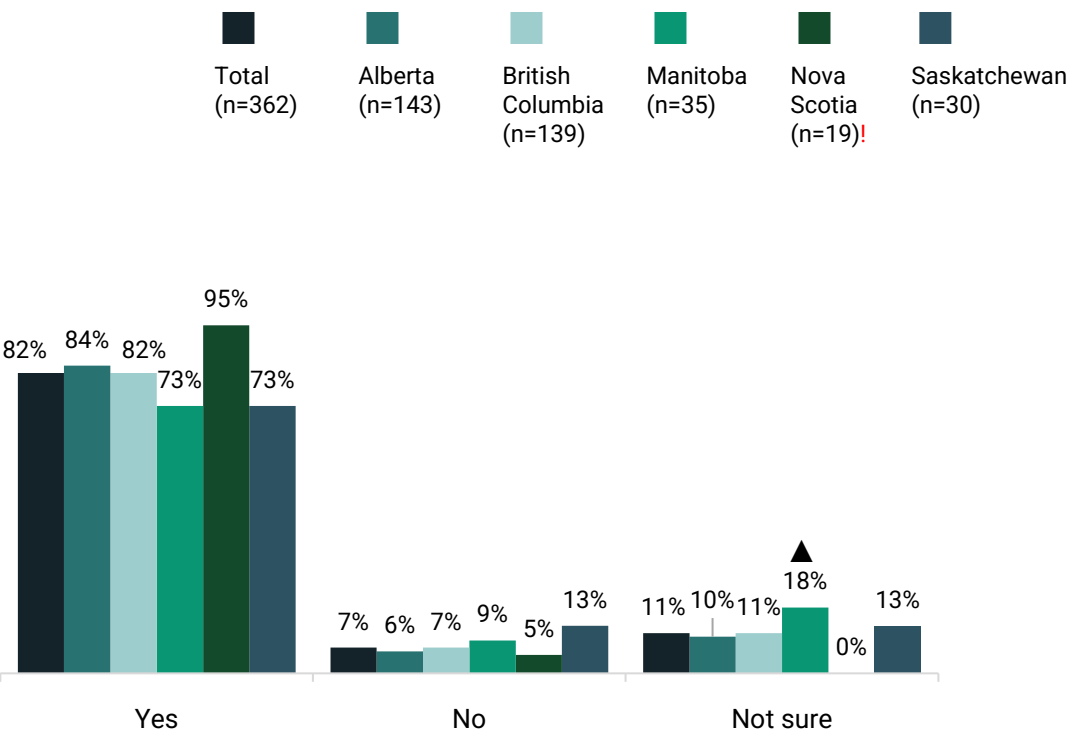


# ENCOURAGEMENT TO ACCESS AVAILABLE MENTAL HEALTH SUPPORTS

Across all five provinces, firms and organizations that provided mental health resources actively encouraged articling students to use them when needed.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

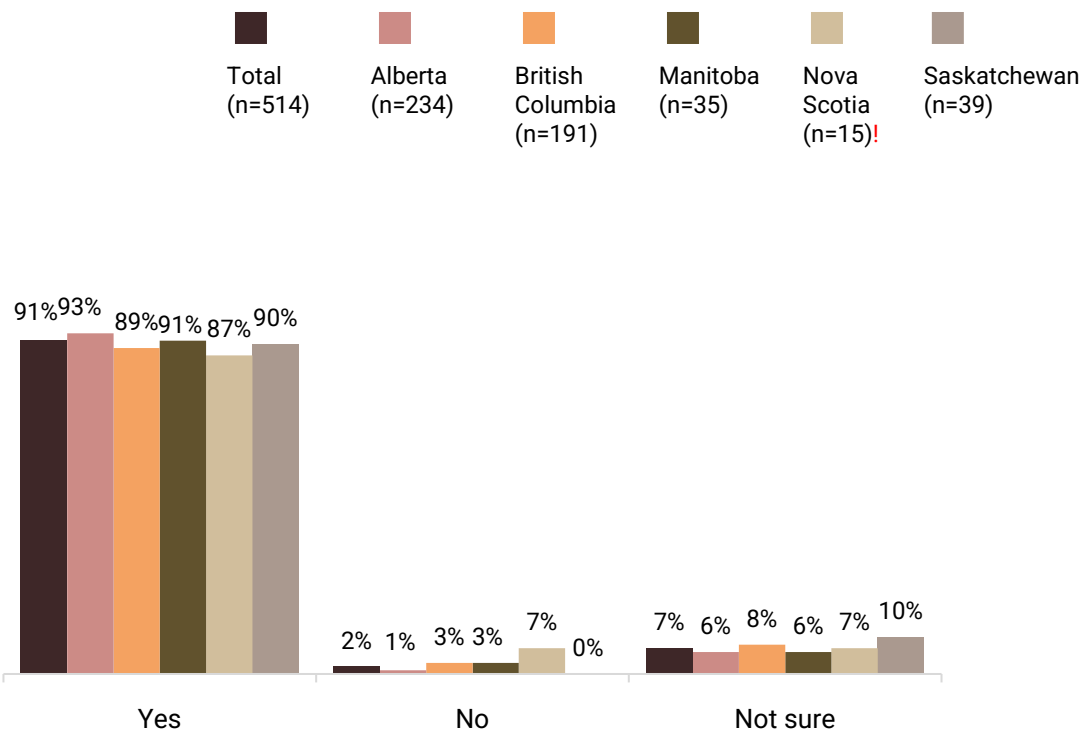
Did your firm/organization encourage accessing the available mental health supports if needed?



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— Comparable to Total Sample (i.e. parity with Total, >80, <120)  
▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## Principals, Recruiters & Non-Principal Mentors

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



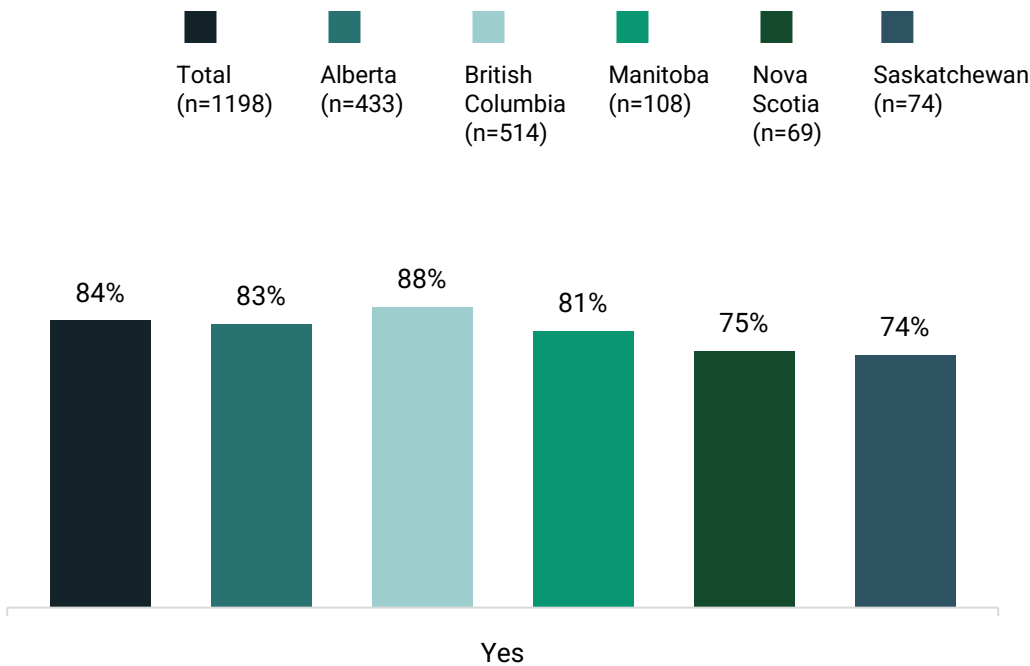
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# AWARENESS OF THE LAWYERS' ASSISTANCE PROGRAM

Awareness of the lawyers' assistance program is consistently high across all five provinces, especially among principal, recruiter and mentor respondents.

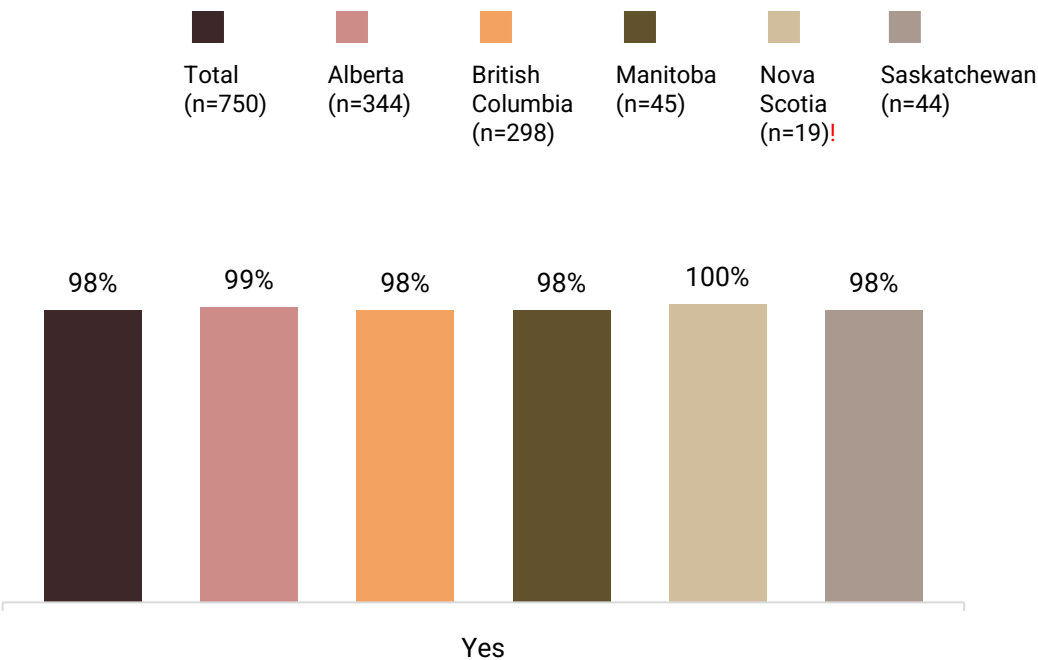
## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



## Principals, Recruiters and Non-Principal Mentors

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



▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)  
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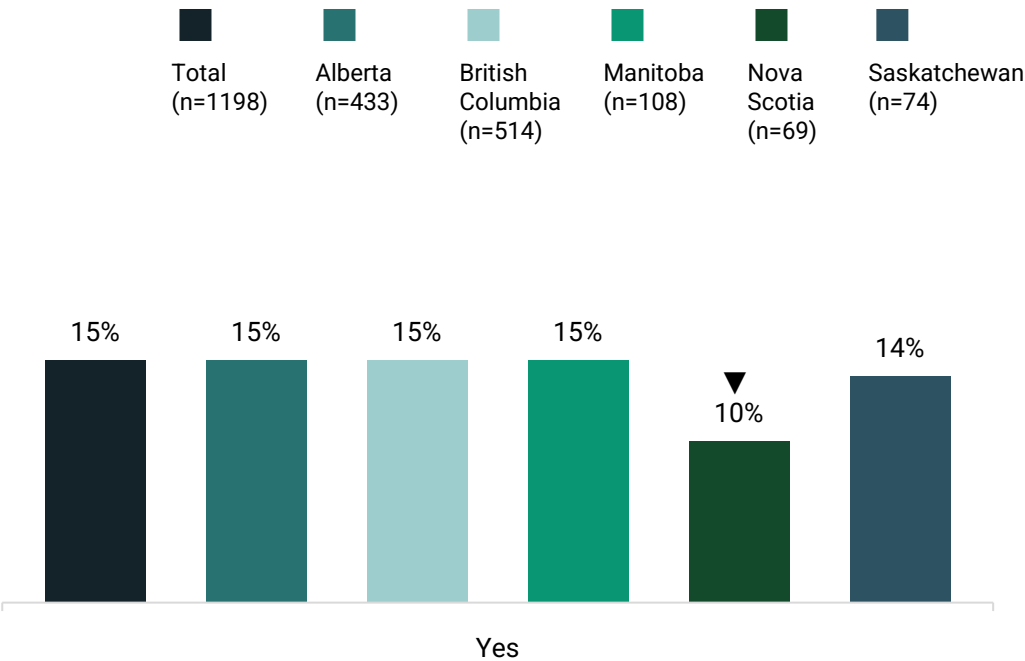
! Caution: low base size

# NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH LAWYER COMPETENCE

Overall, 15% of student/new lawyer survey respondents believe that additional resources could enhance the competence of new lawyers. However, this perception was less common among Nova Scotia students and new lawyers, as well as Manitoba and Saskatchewan principals, recruiters and mentors.

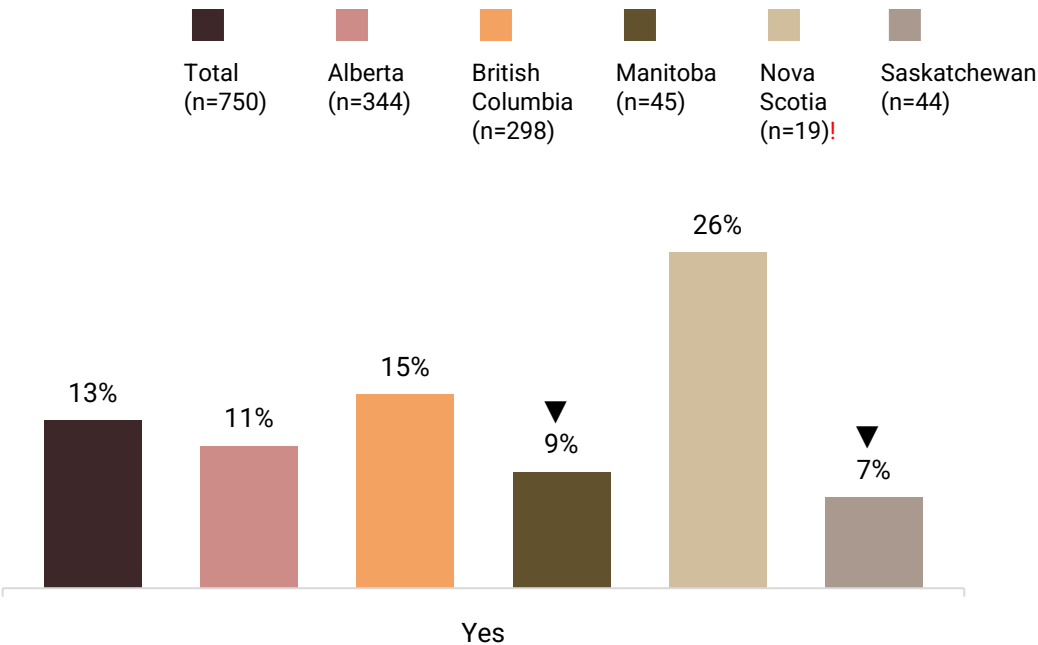
## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



## 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?



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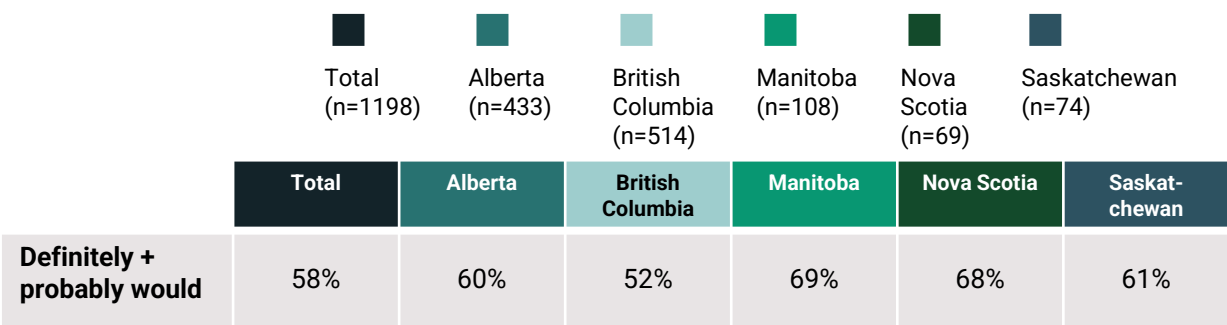
! Caution: low base size

# LIKELIHOOD OF RECOMMENDING ARTICLES / TAKING ON ARTICLING STUDENTS IN THE FUTURE

The likelihood of recommending the firm or organization where the articling took place is generally consistent across provinces, as is the intention of principals, recruiters, and mentors to take on articling students.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

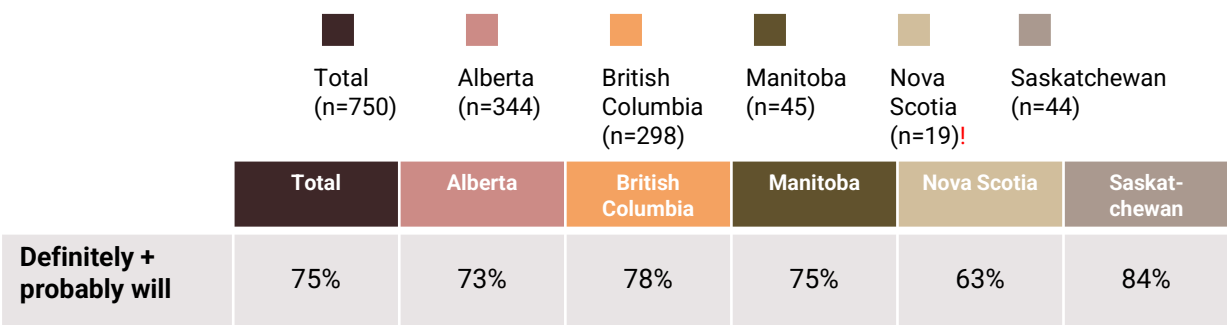
Now thinking more generally about where you article/articled, would you recommend it to articling students in the future?



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## Principals, Recruiters and Non-Principal Mentors

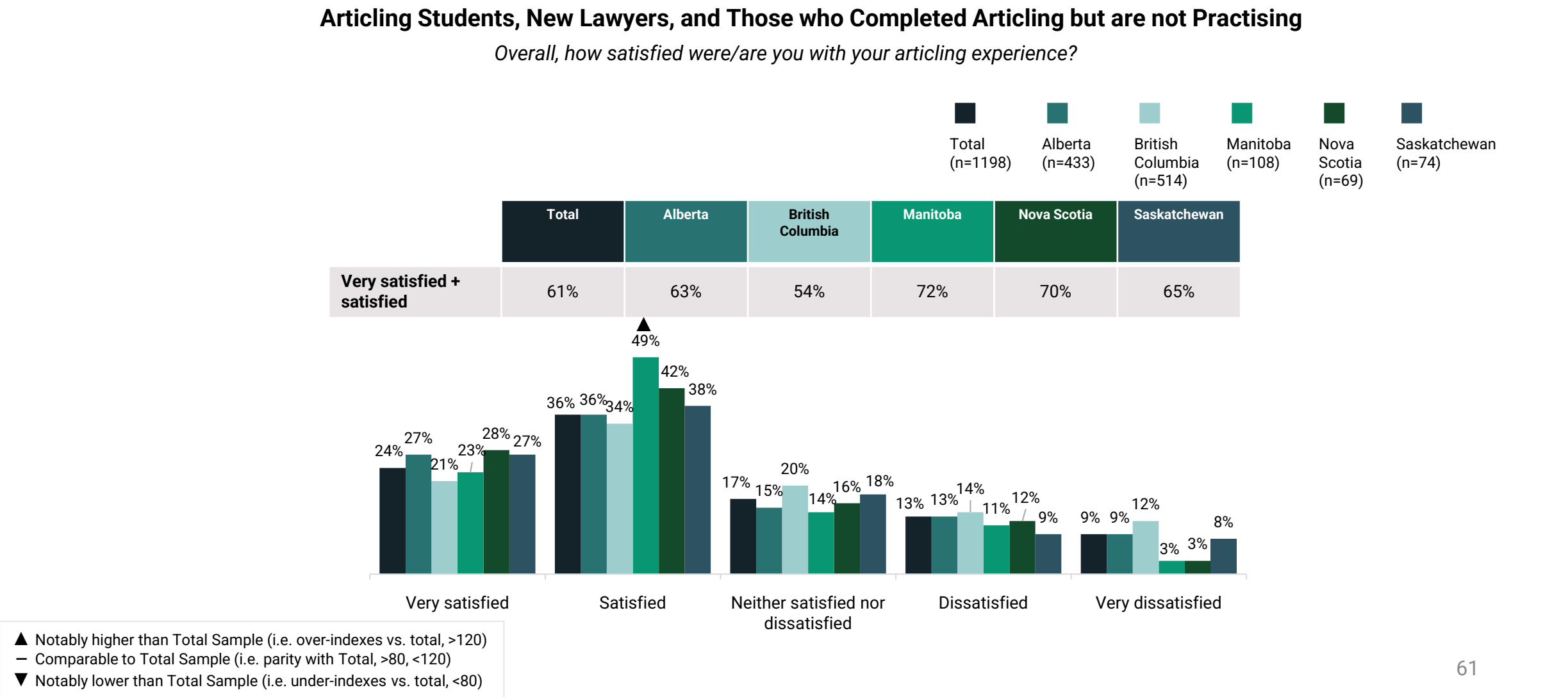
Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future?



! Caution: low base size

# SATISFACTION WITH ARTICLING EXPERIENCE

The level of satisfaction with the articling experience is generally consistent across all five provinces.

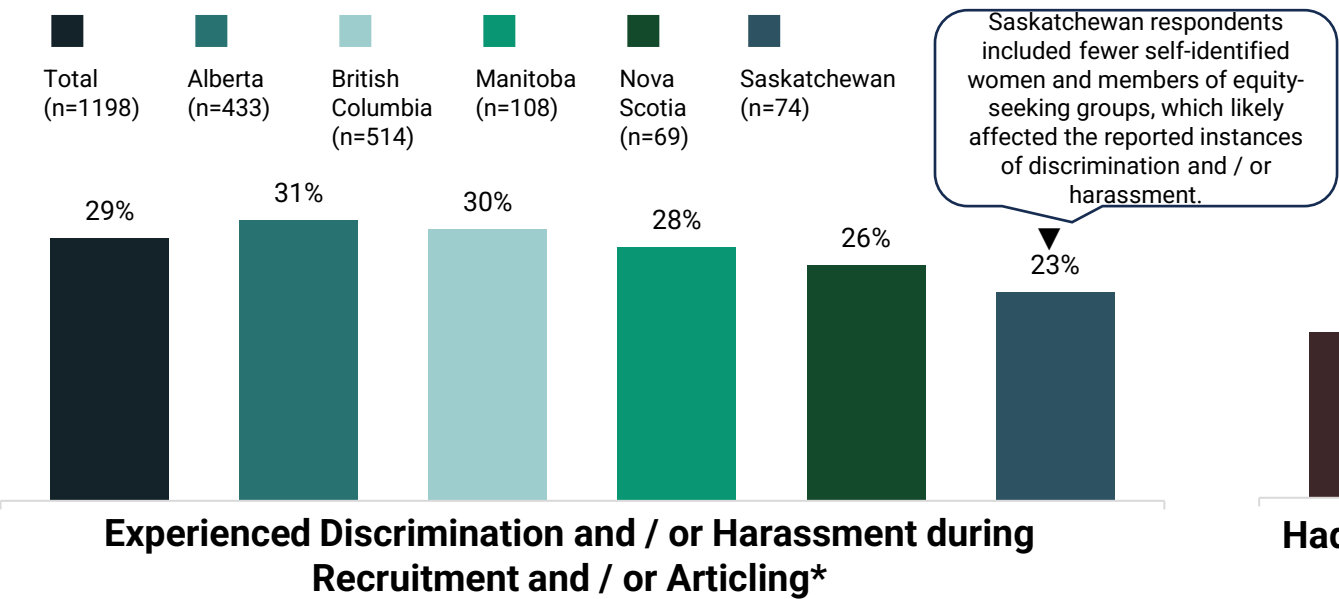


# DISCRIMINATION / HARASSMENT DURING RECRUITMENT PROCESS / ARTICLING

The number of student/new lawyer respondents who experienced discrimination and/or harassment, either during recruitment or while articling, is consistent across provinces, with only respondents from Saskatchewan reporting fewer instances. In Manitoba, principals, recruiters and mentors were more likely to have had a candidate indicating they experienced discrimination and / or harassment.

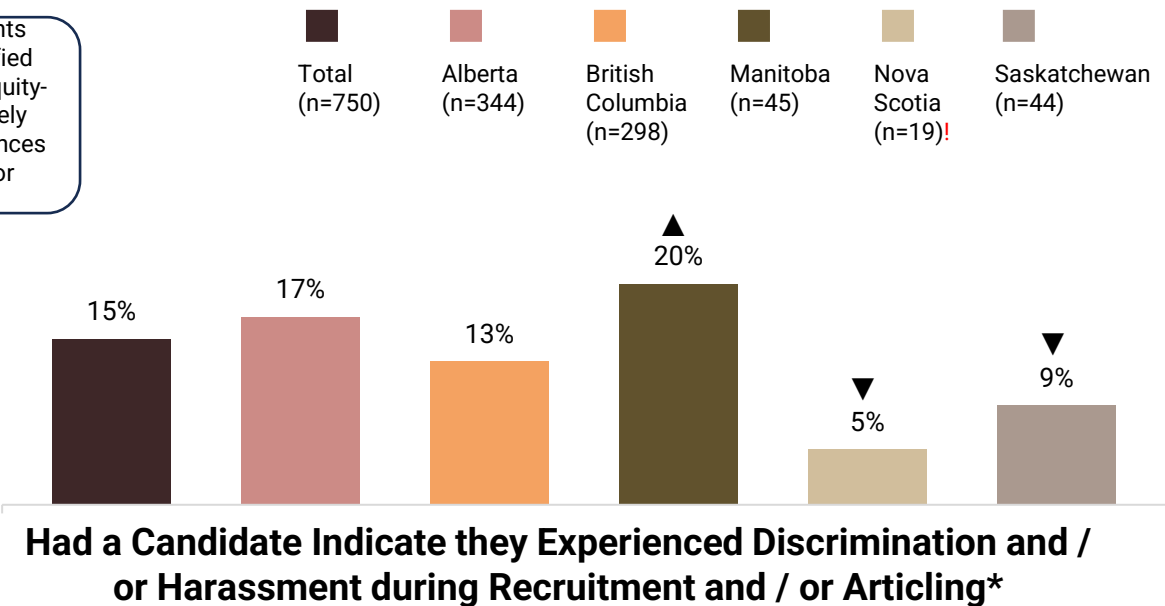
## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

*During the recruitment process for your articling position / During your articling, did you experience discrimination / 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?*



## Principals, Recruiters and Non-Principal Mentors

*Has your firm/organization ever had a candidate indicate that they have been discriminated against / 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 / their articling experience?*



\* Composed of respondents who answered 'yes' to at least one of the four discrimination and/or harassment-related questions (Q48–52).

- ▲ Notably higher than Total Sample (i.e. over-indexes vs. total, >120)
- Comparable to Total Sample (i.e. parity with Total, >80, <120)
- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

! Caution: low base size

# DISCRIMINATION / HARASSMENT DURING RECRUITMENT ONLY / ARTICLING ONLY BY SUBGROUP

Women in Saskatchewan reported experiencing discrimination and/or harassment on par with other provinces. While fewer Saskatchewan respondents who identified as racialized, 2SLGBTQIA+, or Indigenous reported such experiences, their base size is too small to draw any definitive conclusions.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

*During the recruitment process for your articling position / During your articling, did you experience discrimination / 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?*

### Among Respondents who Self-Identify as Women

	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
	n=688	n=236	n=320	n=56	n=43	n=33
Experienced Discrimination and / or Harassment during Recruitment and / or Articling	36%	39%	34%	34%	37%	30%

### Among Respondents who Self-Identify as an Equity-Seeking Group\*

	Total	Alberta	British Columbia	Manitoba	Nova Scotia	Saskatchewan
	n=521	n=204	n=254	n=42	n=23!	n=20!
Experienced Discrimination and / or Harassment during Recruitment and / or Articling	38%	39%	38%	36%	39%	25%▼

\* Includes those who identify as racialized, 2SLGBTQIA+, or Indigenous.

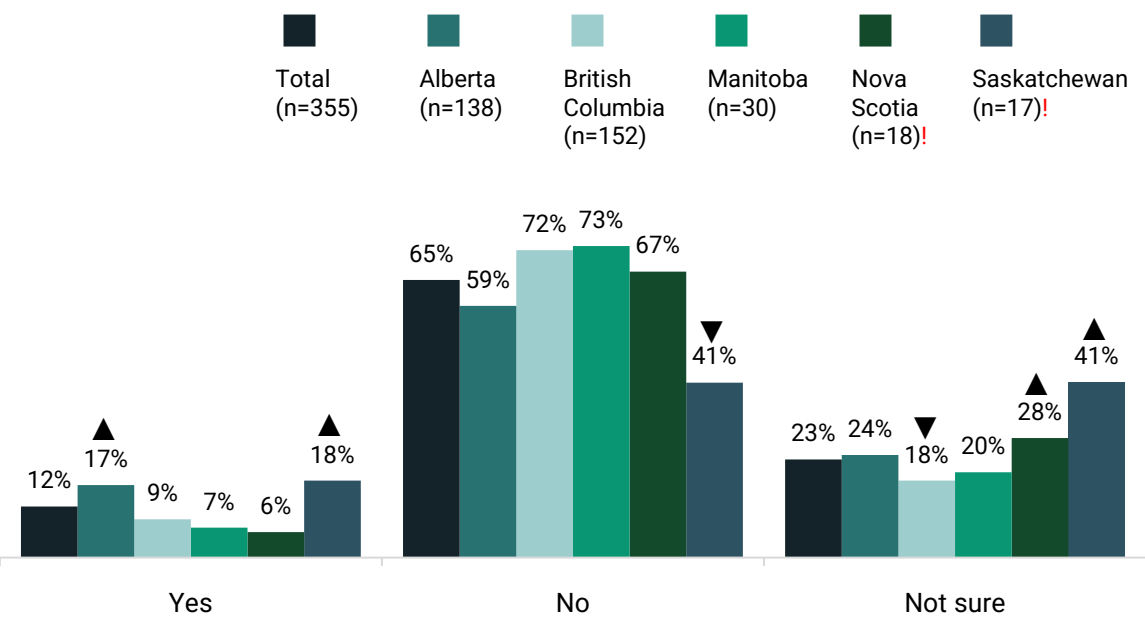
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- ▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

# AVAILABILITY OF RESOURCES TO ADDRESS DISCRIMINATION AND/OR HARASSMENT

In all provinces, most principal, recruiter, and mentor respondents reported having access to resources for addressing discrimination and harassment, while few student/new lawyer respondents felt these resources were available. While students/new lawyers in Alberta and Saskatchewan were more likely to perceive having access to such resources, Saskatchewan respondents were also most likely to feel unsure about their availability.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

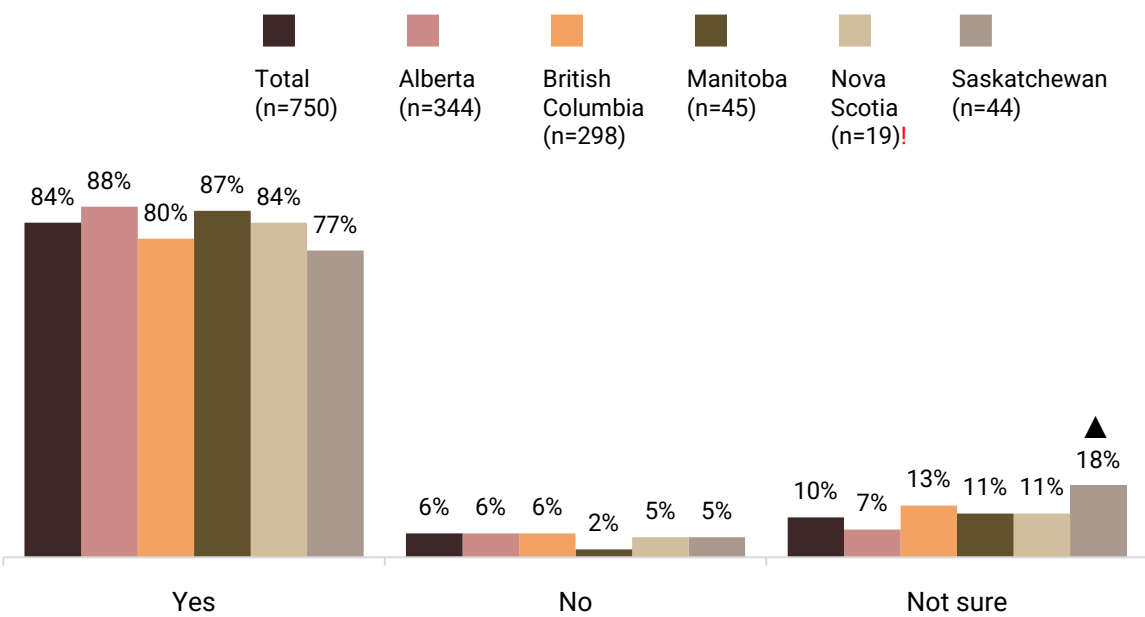
Were resources available to address the discrimination or harassment you experienced?



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▼ Notably lower than Total Sample (i.e. under-indexes vs. total, <80)

## 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?



! Caution: low base size

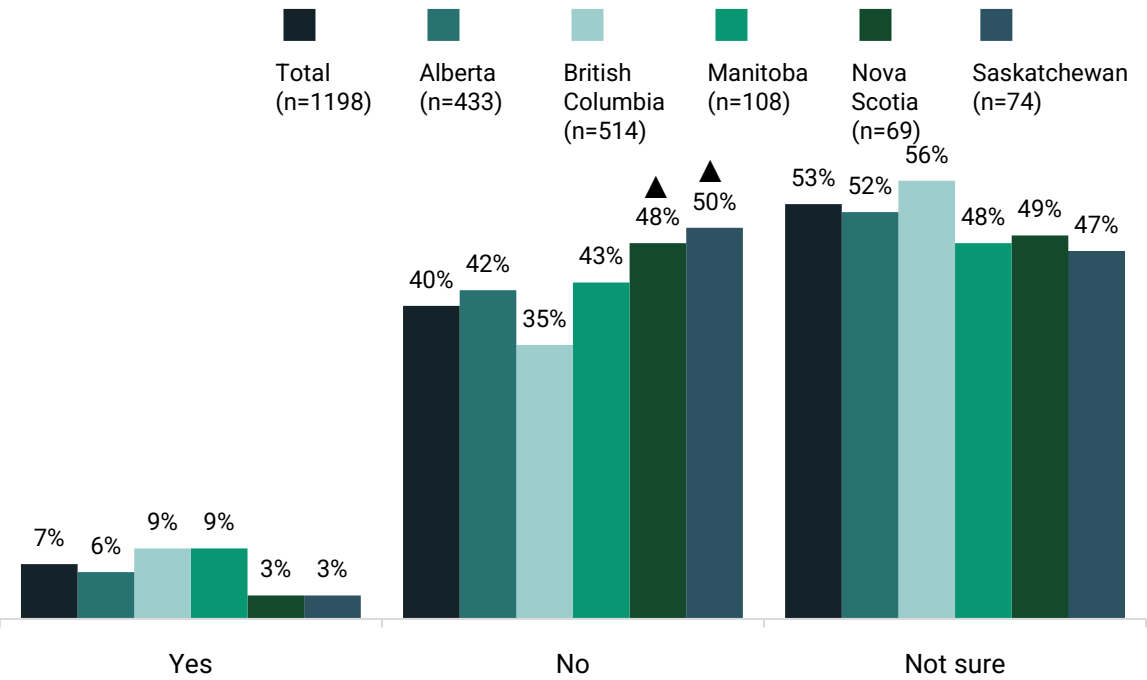


# NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH EQUITY, DIVERSITY & INCLUSION ISSUES

Across all five provinces, nearly half of the student and new lawyer respondents, as well as principal, recruiter and mentor respondents, were uncertain about the need for additional resources from the Law Society to support EDI issues. Students/new lawyers in Nova Scotia and Saskatchewan were more likely NOT to feel that such resources were necessary.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

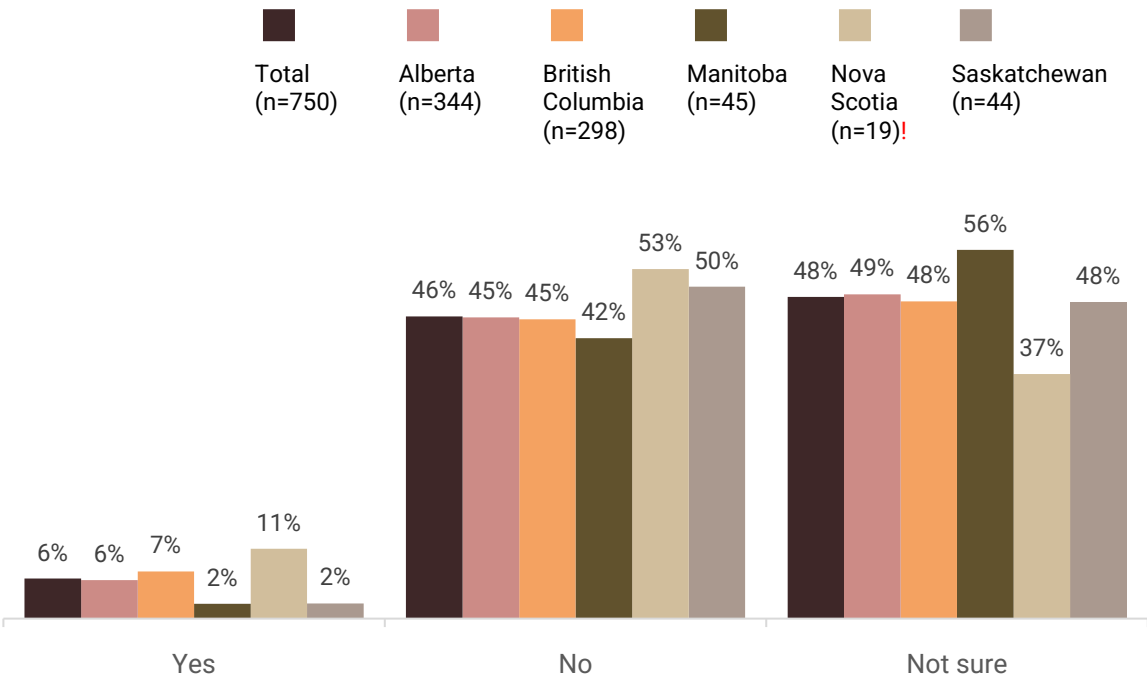
*Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles?*



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- Comparable to Total Sample (i.e. parity with Total, >80, <120)
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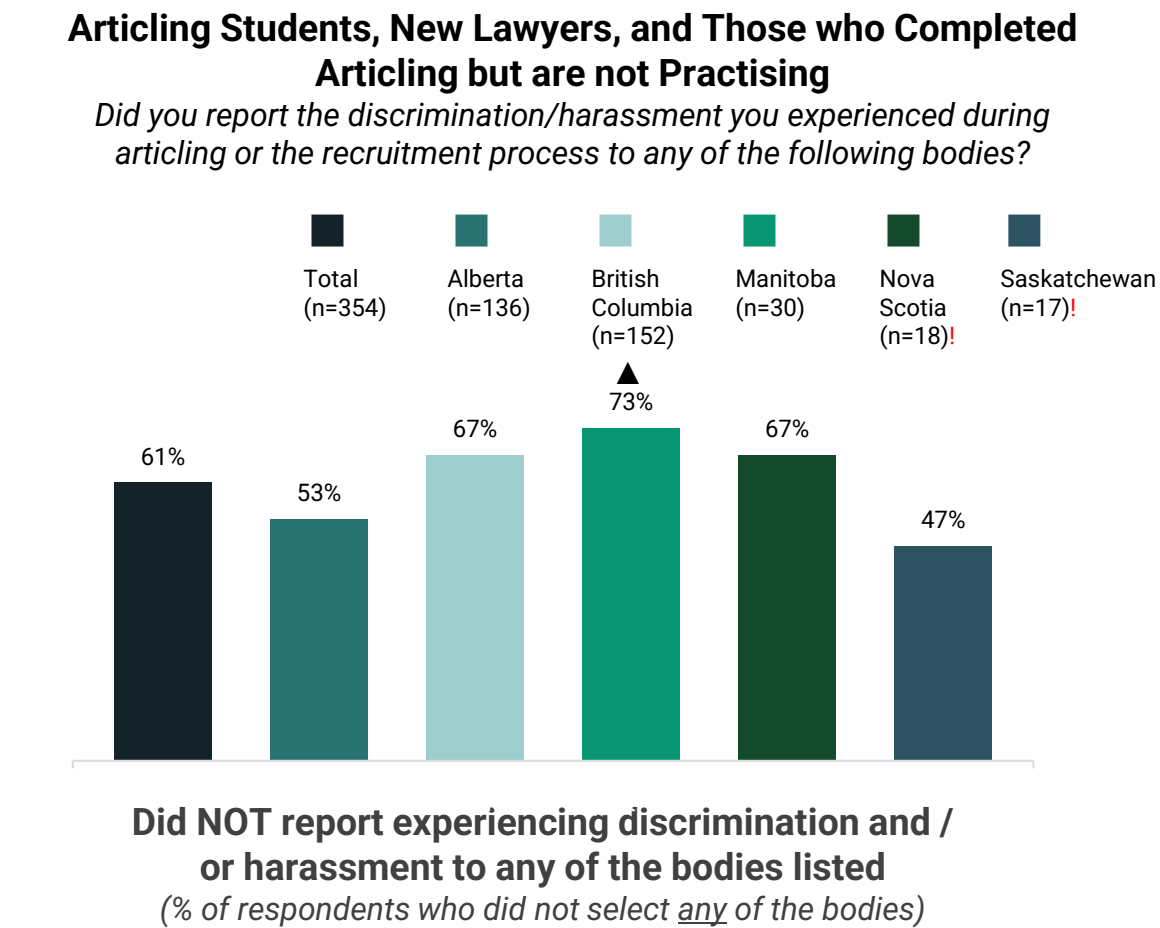
## Principals, Recruiters and Non-Principal Mentors

*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?*

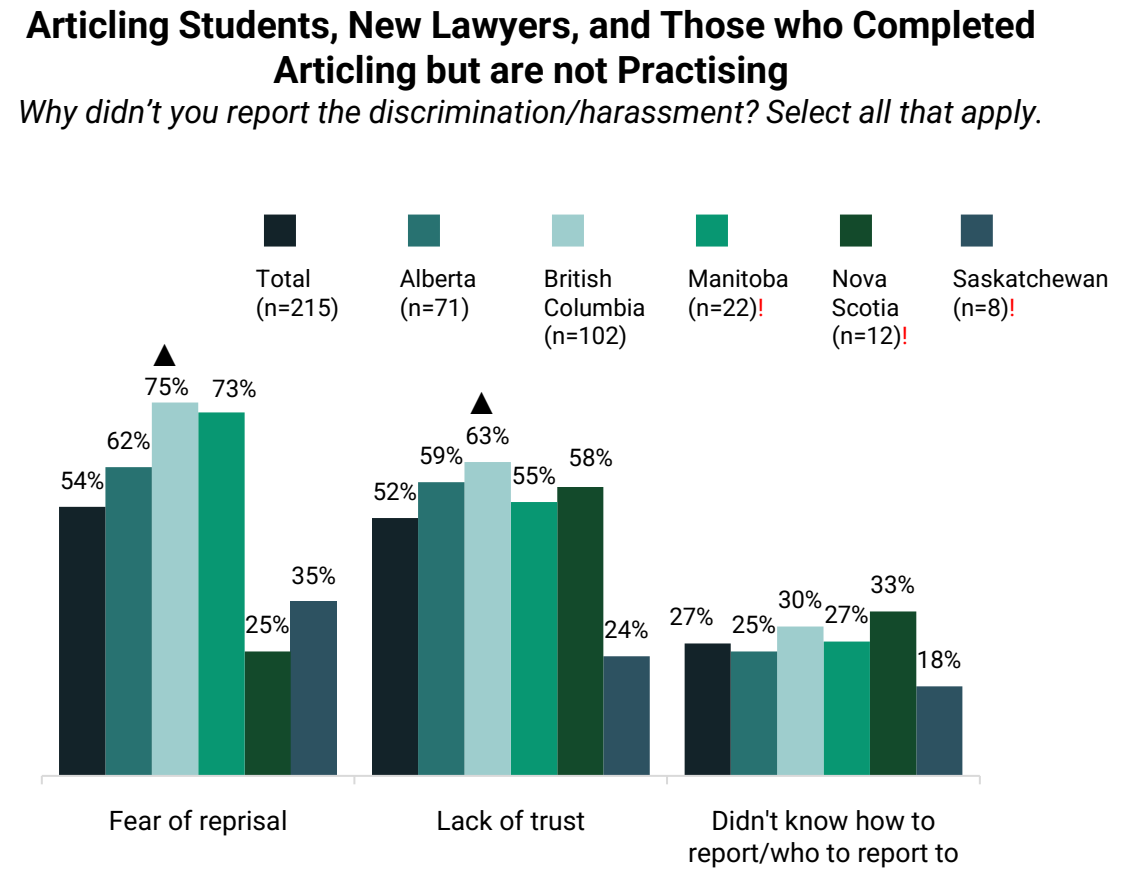


# REASONS FOR NOT REPORTING

Notably more Manitoba student/new lawyer respondents refrained from reporting instances of discrimination and/or harassment, compared to the overall student population surveyed. Student/new lawyer respondents in British Columbia were most likely to cite fear of reprisal and lack of trust as reasons for not reporting.



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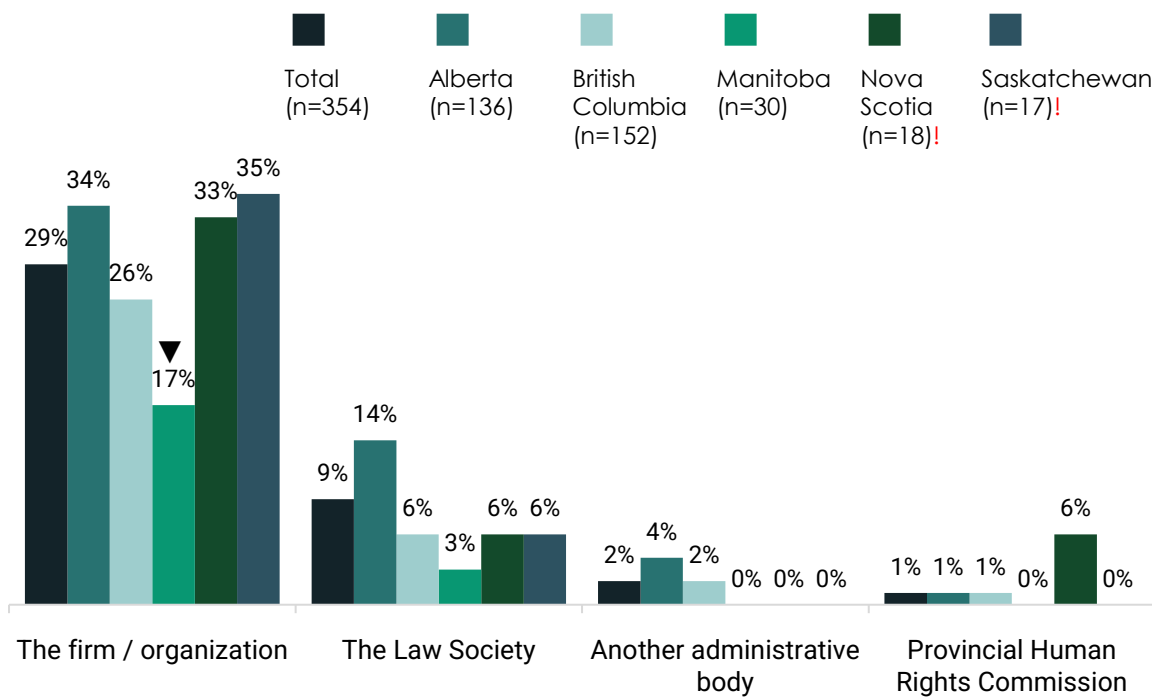
! Caution: low base size

# BODIES TO WHICH DISCRIMINATION AND/OR HARASSMENT ISSUES WERE REPORTED

In all provinces, those who reported experiencing discrimination and / or harassment were most likely to report to their firm or organization, rather than other bodies.

## Articling Students, New Lawyers, and Those who Completed Articling but are not Practising

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



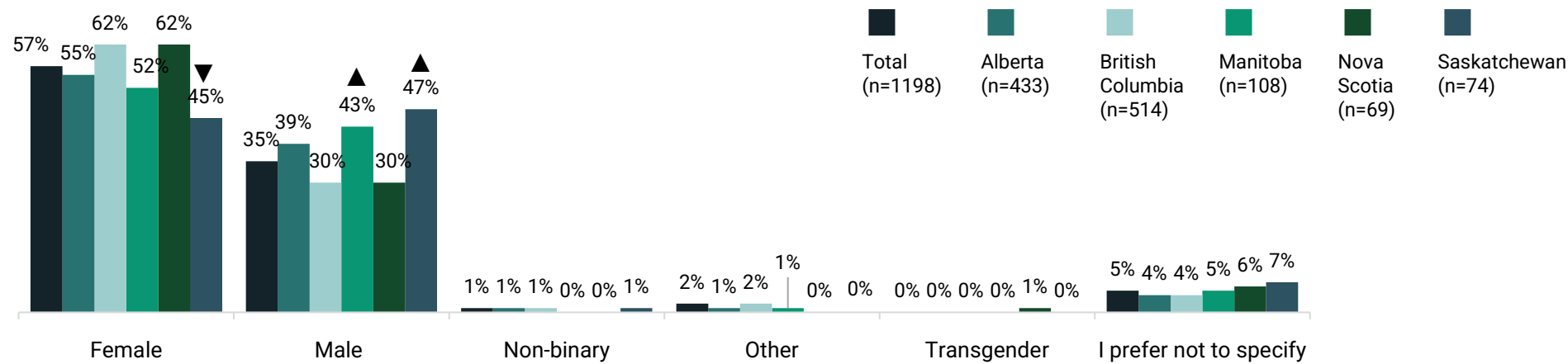
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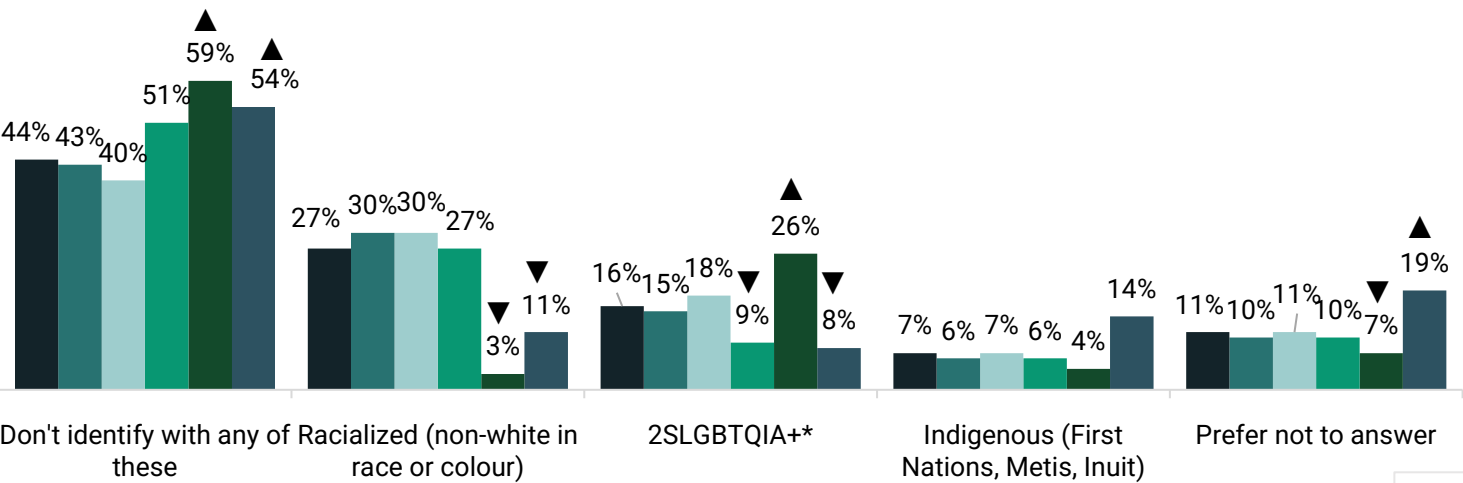
# Appendix

# PROFILE OF ARTICLING STUDENTS, NEW LAWYERS & THOSE WHO COMPLETED ARTICLING BUT ARE NOT PRACTISING

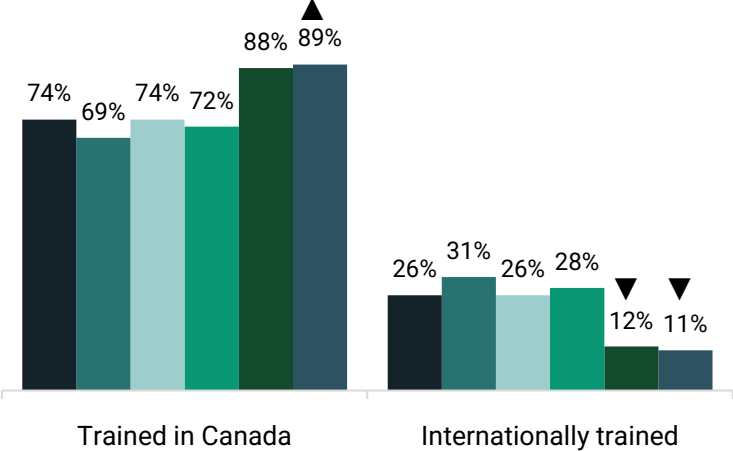
## Gender



## Self-Identification with Diverse Groups



## Education



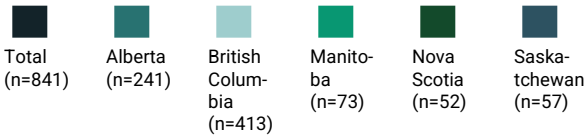
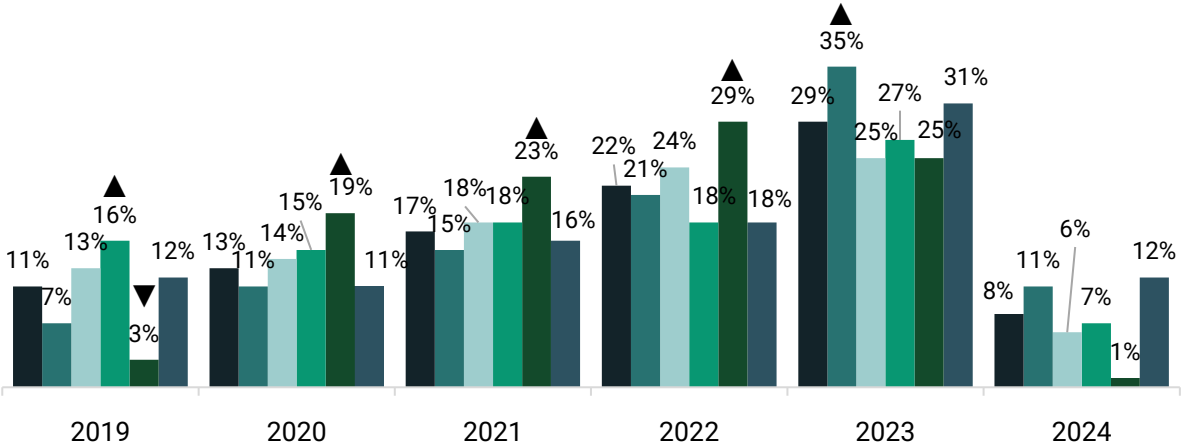
\* This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender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

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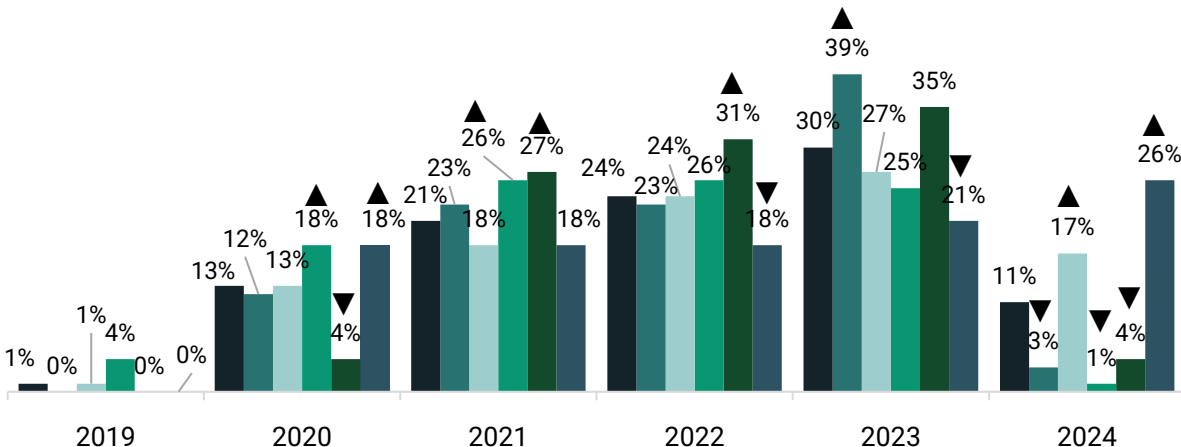
# PROFILE OF ARTICLING STUDENTS, NEW LAWYERS & THOSE WHO COMPLETED ARTICLING BUT ARE NOT PRACTISING



Year Started Articling



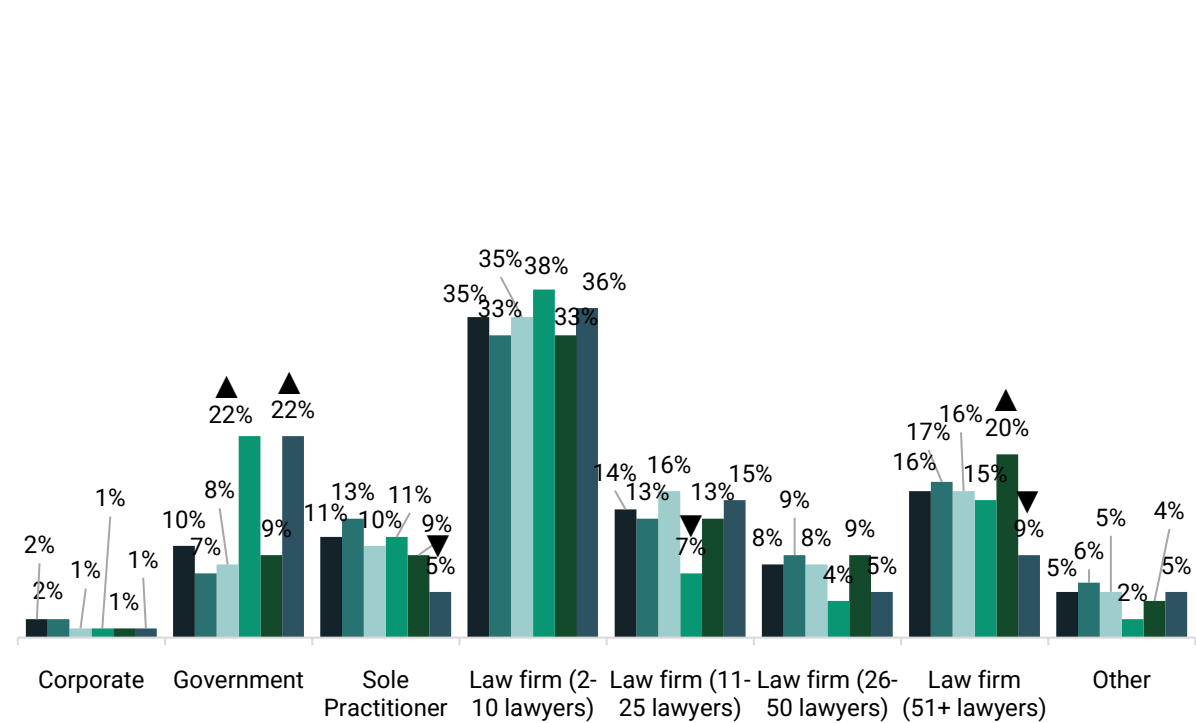
Year Called to the Bar



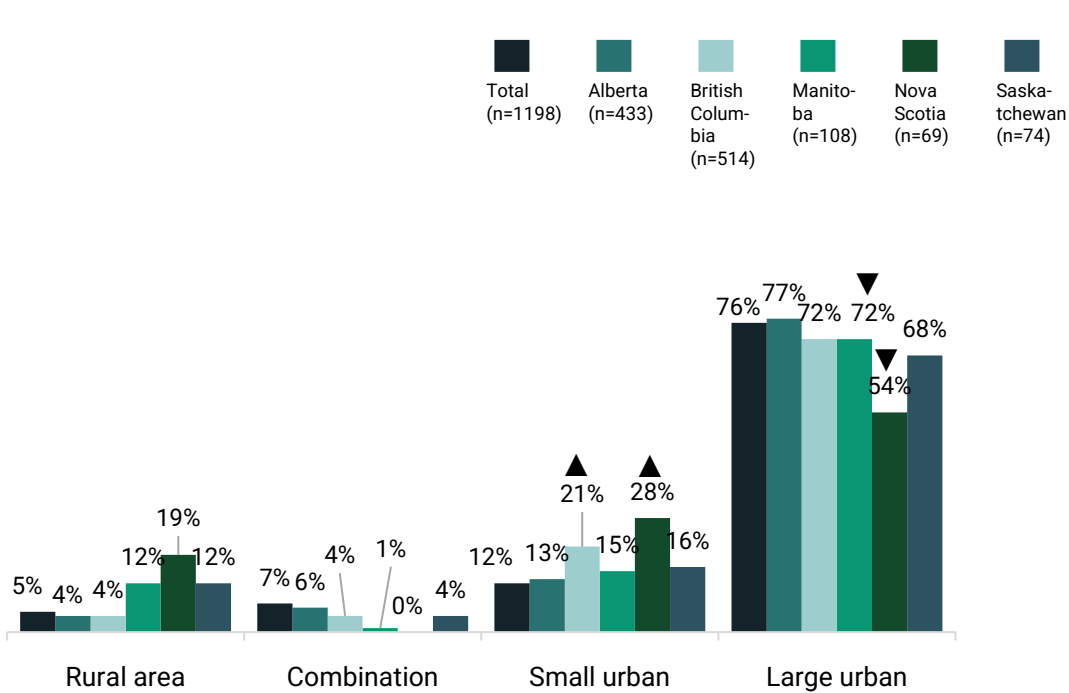
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# PROFILE OF ARTICLING STUDENTS, NEW LAWYERS & THOSE WHO COMPLETED ARTICLING BUT ARE NOT PRACTISING

Practice Setting of Recruiting Organization



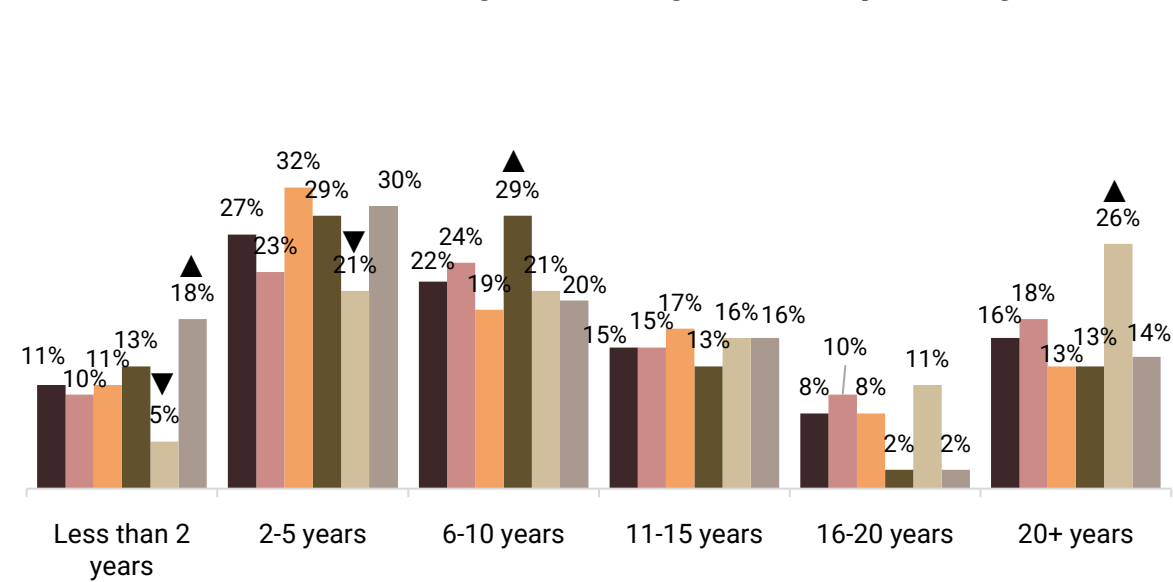
Practice Location



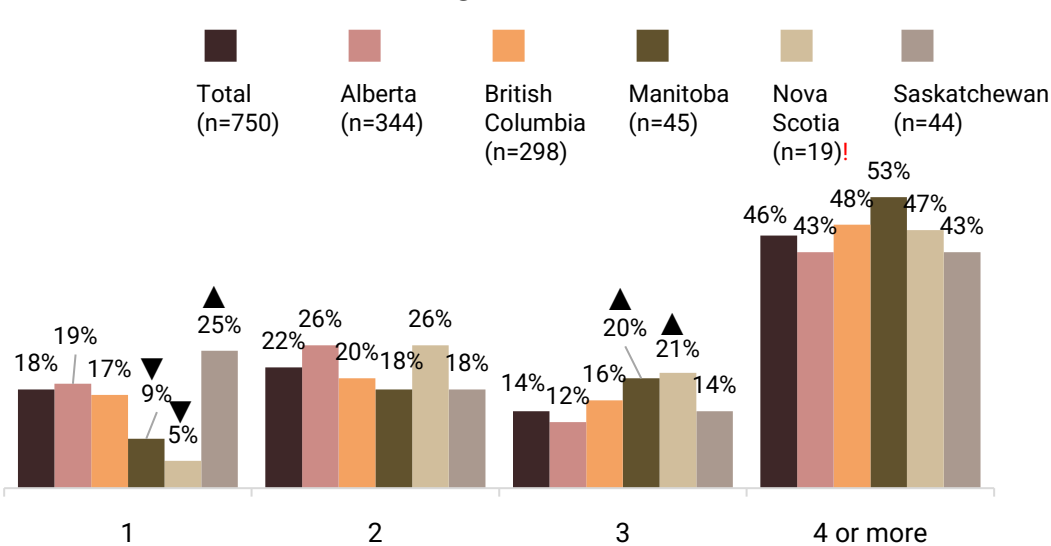
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# PROFILE OF PRINCIPALS, RECRUITERS, AND NON-PRINCIPAL MENTORS

Years Recruiting, Mentoring and/or Supervising



Number of Articling Students Worked with



\* Reduced base size for Years Recruiting, Mentoring and/or Supervising (n=287): Re-based to exclude those who selected 'NA - Not a lawyer'

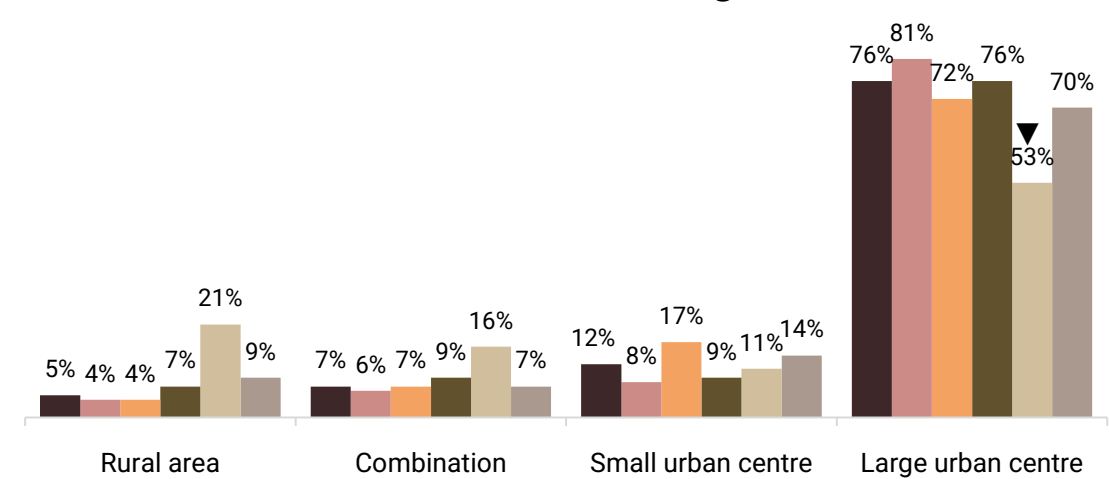
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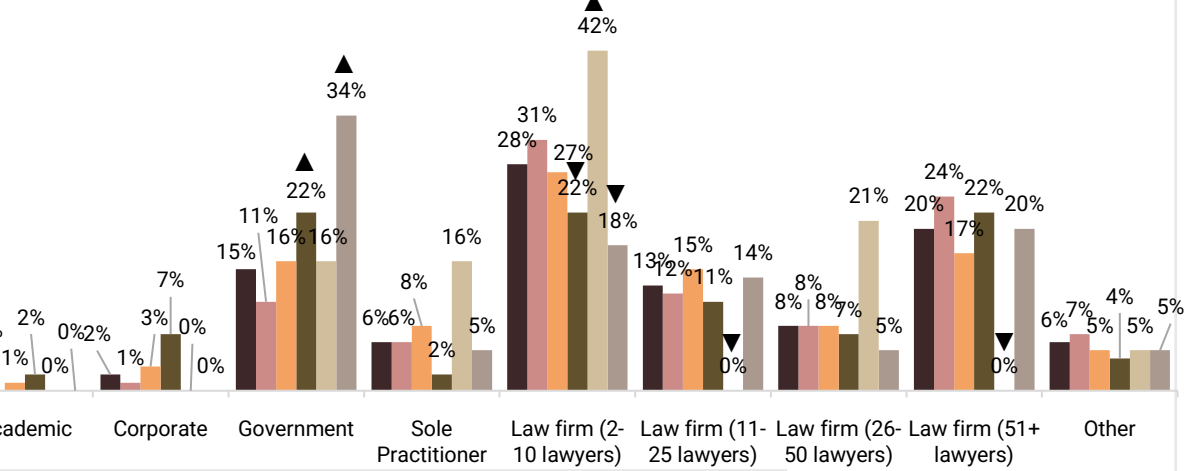


# PROFILE OF PRINCIPALS, RECRUITERS, AND NON-PRINCIPAL MENTORS

Articling Location



Practice Setting of Recruiting Organization



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Primary Area(s) of Practice

	Total n=750	Alberta n=344	British Columbia n=298	Manitoba n=45	Nova Scotia n=19	Saska- tchewan n=44
Aboriginal	14%	15%	18%	0%▼	11%	25%▲
Administrative / Boards / Tribunals	36%	36%	31%	36%	32%	45%▲
Arbitration & Mediation	24%	30%▲	20%	27%	11%▼	34%▲
Bankruptcy / Insolvency / Receivership	18%	27%▲	19%	16%	5%▼	23%▲
Charities & Not-for-Profit	11%	12%	8%	7%	11%	18%▲
Civil Litigation	57%	66%	55%	56%	42%▼	64%
Competition	7%	13%▲	5%	4%	5%	7%
Constitutional & Human Rights	19%	17%	17%	13%▼	21%	25%▲
Construction	24%	32%▲	24%	18%▼	21%	27%
Corporate & Commercial	46%	53%	45%	47%	32%▼	55%
Criminal (Defence)	23%	16%▼	14%▼	22%	16%▼	45%▲
Criminal (Prosecution)	11%	8%	8%	9%	11%	20%▲
Education	6%	7%	6%	0%▼	5%	14%▲
Employment / Labour	35%	46%▲	34%	36%	16%▼	45%▲
Entertainment	6%	6%	4%	2%	11%▲	7%
Environmental & Natural Resources	20%	22%	17%	11%▼	16%	32%▲
Family & Domestic	39%	33%	31%▼	42%	42%	48%▲
Health	14%	15%	10%	9%	11%	23%▲
Immigration	15%	15%	13%	11%	11%	27%▲
Indigenous	21%	17%	18%	31%▲	16%▼	25%
Insurance	25%	24%	26%	24%	21%	32%▲
Intellectual Property	16%	24%▲	17%	13%	11%▼	14%
International	9%	12%▲	7%	2%▼	16%▲	7%
Landlord & Tenant	20%	22%	20%	18%	11%▼	30%▲
Municipal	20%	19%	12%▼	18%	11%▼	39%▲
Pensions & Benefits	12%	11%	6%▼	11%	16%	16%
Personal Injury	26%	31%	26%	20%▼	32%▲	23%
Privacy	14%	17%▲	13%	9%▼	11%	20%▲
Real Estate Conveyancing	38%	45%	33%	33%	42%	39%
Tax	23%	27%	20%	24%	16%▼	27%
Wills and Estates	44%	48%	35%▼	42%	47%	50%
Other	6%	3%▼	7%	3%▼	5%	11%▲

! Caution: low base size

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

### [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

## Articling Survey for Articling Students or New Lawyers

### [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](mailto:feedback@lawsociety.ab.ca)

Law Society of British Columbia: [consultation@lsbc.org](mailto:consultation@lsbc.org)

Law Society of Manitoba: [rstonyk@lawsociety.mb.ca](mailto:rstonyk@lawsociety.mb.ca)

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

Law Society of Saskatchewan: [jennifer.houser@lawsociety.sk.ca](mailto: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

## Articling Survey for Articling Students or New Lawyers

**[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

## Articling Survey for Articling Students or New Lawyers

**[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]**

9. Did you take Accelerated PREP?

1. Yes
2. No

**[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]**

12. Have you completed the Professional Legal Training Course (bar admission course)?

1. Yes
2. No

**[NEW PAGE]**

**[MULTIPLE CHOICE – SKIP IF Q12=2]**

13. Thinking about the Professional Legal Training Course, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for the following areas.

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Not sure
Drafting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiating/mediating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practising law at an entry level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognizing and dealing with professional responsibility issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing your practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### [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

### [NEW PAGE]

#### [SINGLE CHOICE – SKIP IF Q2=4]

16. Outside of the formal requirements set out by your Law Society, do/did you have a plan that guided your learning during your articles?

1. Yes, there is/was a plan
2. No, there is/was no plan but my goals and educational needs were discussed
3. No, there is/was no plan and my goals and educational needs were never discussed

### [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.

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[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.

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?

[illegible]

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

[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"/>

[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



# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[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?

**[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]**

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[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]**

**[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

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

[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]

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

	Yes	No	N/A – didn’t exist when I articulated
<u>Law Society Mentorship Programs</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Online Learning Centre</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Consultations</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Assessment Tool</u> (released February 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Advisors</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[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"/>

[NEW PAGE]

[SINGLE CHOICE GRID]

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

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

	Yes	No	N/A – didn't exist when I articulated
Practice Advisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity Advisor (Equity Ombudsperson until 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice Decision-Making Assistant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lawyer Well-Being Hub	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telus Health One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lifespeak	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Development Courses in Brightspace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**[NEW PAGE]**  
**[SINGLE CHOICE GRID]**  
37. During your articling, are/were you aware of the following resources/supports available through the Law Society of Saskatchewan?

	Yes	No	N/A – didn't exist when I articulated
<u>Member Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Advisor Program</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Health and Wellness Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Firm Regulation Assessment Tool (released 2021)</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Law Society CPD Activities</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Bite Size CPD Series</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**[NEW PAGE]**  
**[SINGLE CHOICE GRID]**  
38. During your articling, are/were you aware of the following resources/supports available through the Nova Scotia Barristers' Society?

	Yes	No	N/A – didn't exist when I articulated
<u>Practice Resource Search</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Legal Services Support</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Barristers' Library</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[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]**

41. Have you completed the Bencher Interview as part of your articling experience?

1. Yes
2. No

**[NEW PAGE]**

**[MULTIPLE CHOICE – SKIP IF Q41=2]**

42. How did the Bencher interview during your articling experience contribute to your learning experience? Please select all that apply:

1. Introduced the role of the Law Society of British Columbia (LSBC).
2. Familiarized with LSBC's regulatory functions.
3. Raised awareness of LSBC's public interest mandate.
4. Provided insights into the resources and supports available to articulated students.
5. Offered an opportunity to confide and seek guidance about challenging articling experiences.
6. The purpose of the Bencher interview was unclear.

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q41=2]**

43. Would you have chosen to attend the Bencher Interview if it had been optional instead of mandatory?

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[OPEN END – SKIP IF Q41=2]**

44. Do you have any additional comments or feedback you would like to share regarding your experience with the Bencher Interview?

**[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

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

[[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

[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

## Articling Survey for Articling Students or New Lawyers

[NEW PAGE]

[SINGLE CHOICE GRID]

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

	Yes	No	N/A – didn't exist when I articulated
<u>Articling Placement Program</u> (established 2022)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Equity Ombudsperson</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Safe reporting process for discrimination or harassment</u> (established 2020)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on the Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[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]

[SINGLE CHOICE GRID]

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

	Yes	No	N/A – didn't exist when I articulated
Equity Advisor (Equity Ombudsperson until 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complaints Process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Credentials Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Law Society Benchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]

[SINGLE CHOICE GRID]

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

	Yes	No	N/A – didn't exist when I articulated
<u>Equity Office</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resources - Equity in the Workplace</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resources - Continuing Professional Development related to Equity, Diversity, and Inclusion</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Health and Wellness Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Firm Regulation Assessment Tool</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Saskatchewan Justicia Project</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Truth and Reconciliation</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

[NEW PAGE]

[SINGLE CHOICE GRID]

57. During your articling, are/were you aware of the following supports/resources available through the Nova Scotia Barristers’ Society?

	Yes	No	N/A – didn’t exist when I articulated
<u>Equity &amp; Access Office</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Equity Lens Toolkit</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Complaints Intake Process</u>	<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?

[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) \_\_\_\_\_



# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

**[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

**[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

# QUESTIONNAIRE

## Articling Survey for Articling Students or New Lawyers

[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

## Articling Survey for Articling Students or New Lawyers

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

### [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.

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

### 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.

### [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](mailto:feedback@lawsociety.ab.ca)

Law Society of British Columbia: [consultation@lsbc.org](mailto:consultation@lsbc.org)

Law Society of Manitoba: [rstonyk@lawsociety.mb.ca](mailto:rstonyk@lawsociety.mb.ca)

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

Law Society of Saskatchewan: [jennifer.houser@lawsociety.sk.ca](mailto: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

## Articling 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

## Articling 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

## Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE GRID]

15. To what extent to you agree or disagree that articling students receive adequate training during the Professional Legal Training Course (bar admission course) to develop the following legal skills:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Not sure
Drafting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiating/mediating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practising law at an entry level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognizing and dealing with professional responsibility issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing your practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[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

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

19. Outside of the formal requirements set out by your Law Society, do principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?

1. Yes
2. No
3. Not sure

[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.

- **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, written and 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.

To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas?



# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[illegible]

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

22. Now, think about the mentorship that articling students receive at your firm/organization. Who is/are typically mentor(s)? Please select all that apply.

1. The principal
2. The recruiter
3. Another lawyer at the firm/organization
4. Another person at the firm/organization (not a lawyer)
5. Not sure
6. Other (please specify) \_\_\_\_\_

**[NEW PAGE]**

**[SINGLE CHOICE GRID]**

23. To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?

[illegible]

# QUESTIONNAIRE

## Articling 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?

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=2, 3 or 4]**

29. The Law Society of Alberta introduced mandatory principal training in February 2022. Did you take the principal training course?

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE]**

30. The Law Society of Saskatchewan introduced mandatory principal training in February 2023. Did you take the principal training course?

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**

**[SINGLE CHOICE, SKIP IF Q29 or Q30=2 or 3]**

31. Please rate your level of agreement or disagreement with the following statement: The principal training made me feel prepared to mentor/train/prepare my articling students for entry level practice?

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree

Please explain your rating.

**[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? Select all that apply.

**[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]

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[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]**

[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

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[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]

40. Were you aware of the following resources/supports available through the Law Society of Alberta?

	Yes	No	N/A – didn’t exist when I was a principal/ recruiter/ mentor
<u>Law Society Mentorship Programs</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Online Learning Centre</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Professional Development Profile</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Consultations</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Management Assessment Tool</u> (released February 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Advisors</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[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

## Articling Survey for Principals, Recruiters & Mentors

**[NEW PAGE]**  
**[SINGLE CHOICE GRID]**  
42. Were you aware of the following resources/supports available through the Law Society of British Columbia?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
Practice Advisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity Advisor (Equity Ombudsperson until 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice Decision-Making Assistant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lawyer Well-Being Hub	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telus Health One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lifespeak	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Development Courses in Brightspace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**[NEW PAGE]**  
**[SINGLE CHOICE GRID]**  
43. Were you aware of the following resources/supports available through the Law Society of Saskatchewan?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
<u>Member Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Practice Advisor Program</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Health and Wellness Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Firm Regulation Assessment Tool</u> (released 2021)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Law Society CPD Activities</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Bite Size CPD Series</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**[NEW PAGE]**  
**[SINGLE CHOICE GRID]**  
44. Were you aware of the following resources/supports available through the Nova Scotia Barristers' Society?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
<u>Practice Resource Search</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Legal Services Support</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Barristers' Library</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# QUESTIONNAIRE

## Articling 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

## Articling 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 OPTION GRID]

55. Were you aware of the following supports/resources available through the Law Society of Alberta?

	Yes	No	N/A – didn't exist when I was a principal/ recruiter/ mentor
<u>Articling Placement Program</u> (established 2022)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Equity Ombudsperson</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Safe reporting process for discrimination or harassment</u> (established 2020)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resource Centre on the Law Society Website</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[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"/>

NEW PAGE]

[SINGLE CHOICE GRID]

57. Were you aware of the following supports/resources available through the Law Society of British Columbia?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
Equity Advisor (Equity Ombudsperson until 2023)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complaints Process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Credentials Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Law Society Benchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[NEW PAGE]

[SINGLE CHOICE GRID]

58. Were you aware of the following supports/resources available through the Law Society of Saskatchewan?

	Yes	No	N/A – didn't exist when I was a principal/recruiter/mentor
<u>Equity Office</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resources - Equity in the Workplace</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Resources - Continuing Professional Development related to Equity, Diversity, and Inclusion</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Health and Wellness Resources</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Firm Regulation Assessment Tool</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Saskatchewan Justicia Project</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>Truth and Reconciliation</u>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[NEW PAGE]

[SINGLE CHOICE GRID]

59. Were you aware of the following supports/resources available through the Nova Scotia Barristers’ Society?

	Yes	No	N/A – didn’t exist when I was a principal/recruiter/mentor
<a href="#">Equity &amp; Access Office</a>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<a href="#">Equity Lens Toolkit</a>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<a href="#">Complaints Intake Process</a>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[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)\_\_\_\_\_

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

**[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
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

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

[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

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

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](#).

[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.

# QUESTIONNAIRE

## Articling Survey for Principals, Recruiters & Mentors

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