



The Law Society of  
Upper Canada

Barreau  
du Haut-Canada

# **PLACEMENT REPORT**

## **2008 Licensing Process**

**Office of the Registrar**  
**Law Society of Upper Canada**  
**August 2009**

## Placement Report 2008 Licensing Process

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### Report Highlights

- 93.4% of all 2008 Licensing Process candidates had secured an articling placement by June 2009. The remaining 6.6% of those unplaced candidates are actively seeking articles, pursuing other career and educational opportunities or were classified as 'status unknown'. This year's articling placement rate is slightly lower than in recent years, a decrease of 2.5%.
- 29.6% of 2008 Licensing Process candidates self-identified as being from an equality-seeking community (Aboriginal, Persons with a Disability, Francophone, Gay/Lesbian/Bisexual/Transgendered, Mature, Racialized Community). The average overall articling placement rate for this group is 91.5%.
- A variety of options offer candidates a high degree of flexibility in completing the Licensing Process and the Articling Phase, in particular. The availability of non-traditional placements such as International Articles, National Articles, Joint Articles, Part-time Articles, and Split Articles continues to be emphasized. Candidates may also apply to reduce (abridge) the articling requirement for those who have practiced law in other jurisdictions or who have demonstrated sufficient previous legal experience.
- Candidates are asked to complete a voluntary survey of their employment status, at the time of the call to the bar. 84% of candidates responded to this year's survey. Of those who responded, the hire-back rate of candidates returning to the firm with which they articulated was 44.3%, a decrease of 5.1% since last year's survey conducted at this time. 57.6% of candidates indicated that they had secured some type of employment at the June 2009 call to the bar. This is an 8.1% decrease compared to last year's survey which showed an overall post-call employment rate of 65.7%.

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## I. Introduction

1. This Placement Report summarizes the activities and initiatives that were undertaken by the Articling Office throughout 2008 and into the first half of 2009. This report also provides statistical data that relates to articling and post-call employment for candidates who entered the 2008 Licensing Process in May 2008 and were called to the bar in June 2009.
2. In the 2008 Licensing Process, candidates who completed the Skills and Professional Responsibility Program in June 2008 were able to commence articling as early as July. Those candidates who completed the ten-month articling requirement and fulfilled all other licensing requirements were eligible to be called to the bar in June 2009.

## II. Articling Placement Data

3. The majority of candidates commenced articles in July 2008 after the Skills and Professional Responsibility Program. In order to be eligible for the June 2009 call to the bar, candidates must have started their articles by mid-August 2008.
4. As candidates start their articles and file Articles of Clerkship, the Office of the Registrar updates its records to reflect their current articling status. The unplaced statistics reflect those candidates who have not secured articles and/or have not filed Articles of Clerkship, as required.
5. The 2008 Licensing Process application asked candidates to voluntarily disclose their membership in one or more of six groups that continue to strive for equity within the legal profession. The groups identified on the application were: Aboriginal, Francophone, Gay/Lesbian/Bisexual/Transgendered, Mature, Persons with a Disability, and Racialized Community. The membership of candidates who have identified as belonging to one or more of these groups represents 29.6% of the 2008 Licensing Process group at the time of the call to the bar (see **Table 1** below). This is a decrease of 7.2% from last year where 36.8 % of candidates voluntarily identified as belonging to member of an equality-seeking group.

**Table 1: Percentage of the 2008 Licensing Process candidates who voluntarily identified as members of an equality-seeking community.**

Candidate Group	Percentage of total class
Aboriginal	1.0
Francophone	4.8
Gay/Lesbian/Bisexual/Transgendered	2.1
Mature	8.1
Persons with a Disability	1.9
Racialized Community	11.7
<b>Total</b>	<b>29.6</b>

6. **Table 2**, on page 6, reports on the success of the 2008 candidates who secured articling placements at various points throughout the year. The statistics begin in July 2008 and continue until June 2009 when the majority of candidates will be completing articles and getting called to the bar. The total number of those who have not found placements is reported, as are the statistics for candidates in each of the equality-seeking groups who have not secured articles.
7. As some candidates self-identified as being from more than one equality-seeking community (i.e., mature/francophone) the number in each group exceeds the total number of unplaced equity candidates. Those who did not voluntarily self-identify as being from an equality-seeking community are represented in the non-self-identified category.
8. At various times throughout the year, the Articling Office attempts to contact all candidates who have not filed articling documentation, by telephone, to confirm whether they have secured an articling placement and to confirm their articling status (i.e., actively seeking articles, not actively seeking, etc). Those who indicated that they were actively seeking articles were noted as such. We also provided those candidates with information of the various placement initiatives and opportunities provided by the Law Society (see page 7).
9. **Table 3**, on page 7, provides the breakdown of unplaced candidates' current status. Those who were contacted by telephone were put into three categories.<sup>1</sup> Candidates who indicated they were currently looking for an articling position were classified as 'actively seeking articles'. Candidates who decided to pursue further education or obtained full-time employment in another field were categorized as 'not actively seeking articles'. Those who did not respond at all to our repeated attempts to contact them were classified as 'status unknown'.

<sup>1</sup> No distinction was made, during the telephone survey, between unplaced candidates who voluntarily self identified as belonging to an equality-seeking community on the Licensing Process application and those who did not identify with an equality-seeking group.

**Table 2: Candidates' Articling Status from July 2008 to June 2009**

2008 Licensing Process Candidates	July '08	Sept. '08	Nov. '08	Feb. '09	June '09
Total Candidates	1478	1476	1493	1492	1489
Total Non-self-identified candidates <sup>2</sup>	1049	1043	1053	1049	1048
<b>Total Unplaced Candidates<sup>3</sup></b>	<b>296</b>	<b>187</b>	<b>162</b>	<b>135</b>	<b>99</b>
<b>Unplaced Non-self-identified candidates</b>	162	105	93	79	68
Total Self-identified Aboriginal Candidates	17	17	17	17	17
<b>Unplaced self-identified Aboriginal Candidates</b>	4	0	0	0	0
Total Self-identified candidates with Disabilities	30	30	32	34	34
<b>Unplaced self-identified Candidates with Disabilities</b>	5	4	5	3	1
Total Self-identified Francophone Candidates	88	92	92	92	92
<b>Unplaced self-identified Francophone Candidates</b>	31	25	24	23	20
Total Self-identified Gay/Lesbian/Bisexual/Transgendered Candidates	34	35	35	34	35
<b>Unplaced self-identified Gay/Lesbian/Bisexual/Transgendered Candidates</b>	6	4	2	1	2
Total Self-identified Mature Candidates	149	149	151	151	152
<b>Unplaced self-identified Mature Candidates</b>	59	41	29	24	20
Total Self-identified Candidates from Racialized Communities	187	188	193	194	193
<b>Unplaced self-identified Candidates from Racialized Communities</b>	58	30	27	20	14

- 2 Candidates who did not voluntarily identify as being from an equality-seeking community on the 2008 Licensing Process application are represented in the "non-self-identified" category. Equality-seeking groups are not mutually exclusive as candidates may self-identify as belonging to more than one group. Therefore the total may not equal the sum of the candidates in each group.
- 3 This represents the number of registered candidates who have not filed Articles of Clerkship with the Society. See Table 3 for a breakdown of candidates' articling status.

**Table 3: Candidates Actively Seeking Articles**

<b>Licensing Process 2008</b>	<b>December 2008</b>	<b>February 2009</b>	<b>May 2009</b>	<b>June 2009</b>
Class Size	<b>1512</b>	<b>1492</b>	<b>1489</b>	<b>1489</b>
Total Unplaced Candidates	153	135	118	99
<b>Candidates Actively Seeking Articles</b>	<b>74</b>	<b>86</b>	<b>82</b>	<b>73</b>
Candidates Not Actively Seeking	7	11	11	17
Status Unknown	72	28	25	9

10. This year's telephone survey, as shown in **Table 3** above, was conducted in December 2008, February 2009, May and June 2009. Candidates were asked if they had secured an articling placement or were actively seeking an articling placement. By June 2009, 99 out of 1489 candidates in the 2008 Licensing Process had not secured a placement. This means that 6.6% of the total group had not yet secured articles by the time of the first call to the bar ceremonies available for their cohort. Of the 99 unplaced candidates, 73 (4.9% of the total group) were actively seeking articles at the end of June 2009, 17 indicated that they were pursuing other career or educational paths and were classified as 'not actively seeking articles and 9 candidates were classified as 'status unknown' as we did not have updated contact information or they did not return messages left for them. We have determined a placement rate of 95.1% for the candidates in the 2008 Licensing Process, based on those unplaced candidates who were actively seeking articles at the end June 2009. The overall placement rate, as at June 2009, is 93.4%.
11. This year's overall placement rate of candidates from equality-seeking communities who had not secured an articling placement by June 2009 is 91.5%. The average placement rate for each equality seeking group is as follows:<sup>4</sup> Aboriginal- 100%, Persons with a Disability- 97%, Francophone - 78%, Gay/Lesbian/Bisexual/Transgendered- 94%, Mature - 87%, Racialized Community- 93%. By June 2009, 31 candidates from equality seeking communities had not articulated (99 total unplaced candidates minus 68 non-self-identified candidates). This represents 2% of the total 2008 Licensing Process group.
12. We continued to offer candidates a high degree of flexibility in completing the Licensing Process, and the Articling Program in particular. We emphasize the availability of non-conventional placements such as International Articles, National Articles, Joint Articles, Part-time Articles and Rescheduling of Articles to third year law students through our visits to the Ontario law schools.
13. We also continued to offer candidates who have practiced law in other jurisdictions or who have demonstrated sufficient previous legal experience, an abridgement (reduction), and in some cases a full waiver, of the articling requirement.

4 Some candidates identified as being from more than one equality-seeking community (i.e., Mature and Francophone or Gay/Lesbian/Bisexual/Transgendered and Aboriginal), as such the number of candidates in each group exceeds the total number of unplaced equity candidates. It is therefore difficult to allocate percentages for placement rates from this group with mathematical accuracy. As noted, these placement rates do not take into account the status of those not actively seeking articles.

### III. Articling Placement Initiatives

14. **Online articling job postings:** Throughout 2008 and into 2009, the Articling office continued to post articling vacancies on the Law Society's Articling web page. The job posting web page continued to be extremely active and useful for both candidates and articling employers. Since its inception in December 2002, over 774 positions have been posted on the articling website. 118 positions were posted on the site in 2008 and 76 positions were posted in the first half of 2009.
15. **Biographical Paragraph Program:** Candidates who had not yet secured an articling placement may participate in our Biographical Paragraph Initiative. This Program asks candidates to submit a short biography that succinctly describes their experience, interests, and qualifications. This compiled list is provided, electronically or by mail, to potential employers on request. The list can be customized for employers according to geographical region, specific areas of law, etc. Employers may browse through the biographies and contact candidates directly to arrange for an interview. In 2008, 72 candidates submitted biographical paragraphs and 35 employers received a copy of the list of Biographical Paragraphs. In the first half of 2009, 23 employers requested the list while 33 candidates submitted a biographical paragraph.
16. **Mentor Program:** The articling Mentor Program is promoted as one of three ways to become a volunteer mentor through the Law Society's Mentor Program. The articling Mentor Program matches candidates seeking articles with a lawyer mentor of the profession in order to receive advice, support and encouragement in the candidate's search for an articling position.
17. Mentors communicate with their assigned mentee periodically to discuss any concerns the mentee might have and to provide advice or strategies that they might employ in their job search. The mentor's role is to encourage the candidate to maintain a positive, constructive attitude and approach to securing an articling position. In 2008, 18 candidates were matched with lawyer mentors for career mentoring.
18. **Job search skills workshop and counseling – Articling:** Last year, the Law Society hired ZSA Legal Recruitment (ZSA) to conduct a job search skills workshop for interested candidates. These workshops were designed by ZSA as an interactive session in order to assist candidates with market research, cover letter, resume writing, networking and interviewing skills. In August 2008, an intensive one day workshop was conducted for candidates seeking articling positions. 30 candidates attended these workshops. Materials were created to accompany the workshop and were posted on the website.
19. All those who attended the workshop were eligible for a free individual consultation with ZSA to discuss job search skills and strategies and have their resume individually reviewed. Some were counseled in person and other meetings were conducted over the phone. 16 candidates expressed an interest in receiving this additional benefit.
20. **Articling Registry:** In June 2009, the Articling Registry, located on the Law Society's website, was launched. Employers may post a job opportunity on the Registry and search through candidate profiles. Licensing candidates and law students may post a personal profile and search available articling postings using different search criteria. This service is free of charge and allows the users more flexibility and independence to edit profiles or job descriptions, as necessary. More information will become available in the coming year as statistics regarding the number of profiles and job postings (employers and candidates) will be tracked.

21. **Other Support:** Candidates may also book an appointment with the Associate Registrar to discuss issues related to articling, special needs and equity. In addition, the Associate Registrar meets with unplaced candidates throughout the year to review their resumes and cover letters and to discuss job search strategies and articling options.

#### **IV. Post-Call Employment**

22. Candidates were called to the bar in Toronto, London and Ottawa in June 2009. At the signing of the rolls, candidates are asked to complete a voluntary survey of their employment status. This year out of 1233 candidates called to the bar in June 2009, 1041 responded to our survey, indicating a response rate of 84%. **Table 4** (page 10) provides this year's post-call employment rate as well as rates dating back to 1995.

**Table 4: Rate of Employment following the Call to the Bar (1995-2009)**

Date of call	Response to survey - % of class <sup>5</sup>	% of respondents hired back by articling firm	% of respondents employed elsewhere <sup>6</sup>	% of respondents employed at time of call
<b>June 2009</b>	<b>84</b>	<b>44.3</b>	<b>13.3</b>	<b>57.6</b>
<b>June 2008</b>	80	49.4	16.3	65.7
<b>June 2007</b>	75.0	49.0	16.6	65.6
<b>July 2006</b>	89.3	49.1	18.5	65.1
<b>July 2005</b>	89.3	52.3	14.0	66.3
<b>July 2004</b>	61.5	49.7	16.7	66.4
<b>July 2003</b>	60.3	49.6	12.9	62.5
<b>Sept. 2002<sup>7</sup></b>	26.1	39.4	25.1	64.5
<b>Feb. 2002</b>	48.5	52.5	25.4	77.9
<b>Feb. 2001</b>	63.3	51.3	26.9	78.2
<b>Feb. 2000</b>	59.9	46.7	23.1	69.7
<b>Feb. 1999</b>	55.5	44.5	19.4	63.9
<b>Feb. 1998</b>	56.5	38.7	28.4	67.2
<b>Feb. 1997</b>	60.1	37.5	26.3	63.7
<b>Feb. 1996</b>	77.0	35.3	30.7	66.0
<b>Feb. 1995</b>	54.6	38.4	28.8	67.2

23. Our response rate to the voluntary survey remained high at 84% this year. Of candidates surveyed, the hire-back rate of articling candidates returning to the firm they articulated with has slipped to 44.3% from 49.4% last year. The percentage of candidates employed elsewhere at the time of their call also decreased to 13.3%. The overall total percentage of 2008 Licensing Process candidates employed at the time of signing the rolls for the call to the bar, in June 2009, is 57.6%. This is a decrease of 8.1% since last year at this time which is likely due to the downturn in the economy in 2009.

5 Since Feb. 2000, call to the bar candidates have been asked to voluntarily complete an employment survey in London, Ottawa and Toronto when signing the rolls for call to the bar.

6 'employed elsewhere' includes those who have accepted an offer from an employer other than their articling employer, those who are starting their own practice, and those who will be working outside the practice of law.

7 A double cohort effect resulting from revisions to the Bar Admission Course in 2001-2002.