



The Strategic Counsel



The Law Society of
Upper Canada

Barreau
du Haut-Canada

A Report to the Law Society of Upper Canada

Career Choices Study

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Methodology and Objectives

Methodology

- ◆ *The Strategic Counsel* is pleased to present to the Law Society of Upper Canada this report of findings from a survey of licensing candidates and recently-called lawyers conducted in late June and July of 2007.
- ◆ Invitations to participate in the survey were sent to 5,310 licensing candidates and new licensees.
 - New licensees who were called to the bar in the past two years (n=2501)
 - Those enrolled in the 2006-2007 Licensing Program (n=1366)
 - Those enrolled in the 2007-2008 Licensing Program (n=1443)
- ◆ The sample was provided by the Law Society. The survey employed a hybrid mail/online methodology, as while the Law Society had email addresses for those enrolled in the 2006-2007 and 2007-2008 licensing program it did not have email addresses for every new licensee called in the past two years.
- ◆ In the result, the 5,164 individuals for whom the Law Society had an email address were sent an email inviting them to complete the survey online. The remaining 146 individuals for whom the Law Society did not have an email address were sent by mail a package containing an introductory letter, a questionnaire and a business reply envelope.
- ◆ The survey was available in both English and French. Those who participated online were offered the choice of an English or a French version at the outset of the survey. Those who were invited to participate by mail were sent an English or French package as appropriate based on their language preference as recorded by the Law Society.
- ◆ Surveys were completed by 1303 of those who were invited to participate in the research. This represents a response rate of 24.54%.
- ◆ The margin of error for the total sample of 1303 is +/- 2.36 percentage points, nineteen times out of twenty. Smaller sub-samples of the total sample (e.g., gender) will have a higher margin of error.

Objectives

- ◆ Broadly, the objective of the research was to investigate preferences and experiences of new licensees and those enrolled in the licensing program from their entry into law school to their entry into practice.

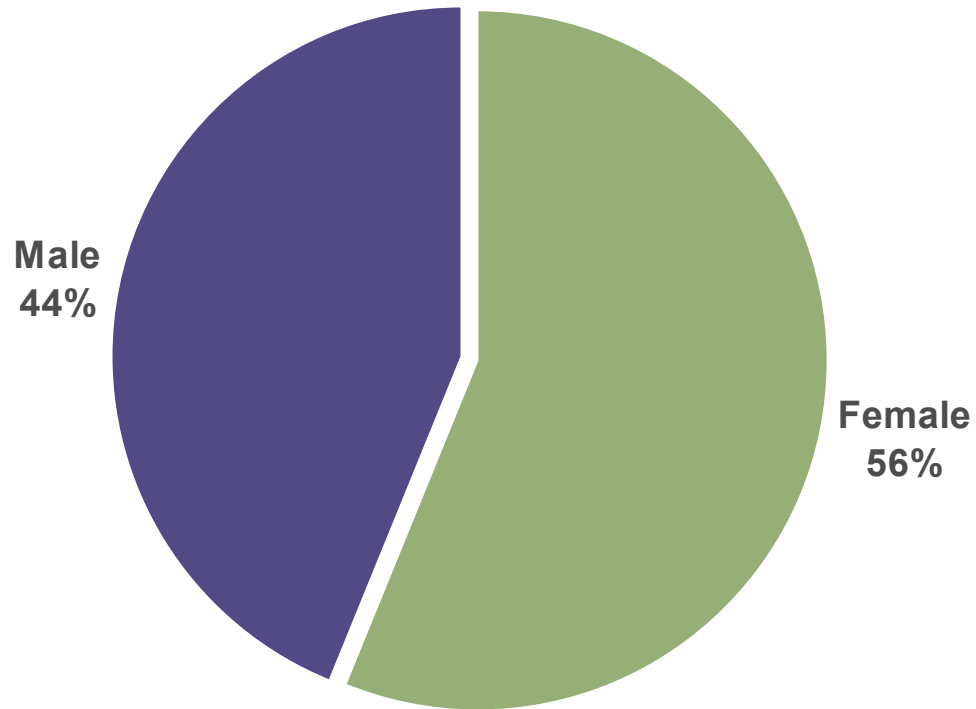
- ◆ More specifically, the principal objectives of the research were to better understand:
 - Law school preferences and the reasons underlying those preferences;
 - The key factors that influence the choice of an articling position;
 - Preferences for and actual setting of articles;
 - Preferences for and actual experience of articling, with particular reference to the areas of law in which experience was gained;
 - Preferences for and actual practice setting;
 - Key factors influencing choice of post-call workplace setting;
 - Key factors influencing choice of practice areas;
 - Preferred and actual practice areas;
 - Sources used to pay for law school education;
 - Debt among licensing candidates and recent graduates, and the impact of that debt;
 - Awareness and usage of programs to address student debt loads.

Sample Demographics

Sample Demographics – Gender, Age, Professional Status

- ◆ More women (56%) than men (44%) responded to the survey.
- ◆ As would be expected, given that only licensure candidates and lawyers in their first and second years of practice were invited to participate in the research, the largest proportion of respondents (82%) fall in the 25-34 age range.
 - About half of respondents (52%) are between 25 and 39 years of age, with just less than one-third between 30 and 34 years of age.
 - Of the remainder, 2% are younger (18-24 years of age) and 16% are older (8% 35-39, 6% 40-49 and 2% 50 years of age or older).
- ◆ Those who will be articling, currently are articling, or did article in Ontario comprise the vast majority of the sample (96%).
 - A small minority (3%) of respondents are currently practising or working in law in Ontario but didn't article in Ontario.
 - An even smaller minority (1%) have not begun their articles and do not intend to article in Ontario.
- ◆ A small group of the total sample (n=50) received their legal training outside of Canada and thus were required to meet the criteria established by the National Committee on Accreditation (NCA) in order to enter the bar admission process. These individuals are referred to in the report as NCA respondents.
- ◆ NCA respondents appear to be older than non-NCA respondents.
 - Slightly more than half of NCA respondents (54%) are 35 years or older, compared to 13% of non-NCA respondents.
- ◆ NCA respondents are also marginally (significant at the 90% confidence level) more likely than non-NCA students to report that although they have not yet begun practising they will did not and will not be articling in Ontario.

Gender



Q.35 Please indicate your gender.
Base: All respondents (n=1303)

Age

		Total Sample
	n=	1303
		%
18 – 24		2
25 – 29		52
30 – 34		30
35 – 39		8
40 – 49		6
50+		2

Q.36 In what year were you born?
Base: All respondents

Current Status

	n=	Total Sample
		1303
		%
I will be articling in Ontario but have not yet begun my articles		27
I am currently articling in Ontario		5
I articulated in Ontario but have not yet begun practising/working		8
I articulated in Ontario and am currently practising/working		56
I have not and will not be articling in Ontario but have not begun practising/working		1
I am currently practising/working but did not articulate in Ontario		3
No answer		<1

Q.10 Which one of the following best describes your current status?

Base: All respondents

Sample Demographics – Language

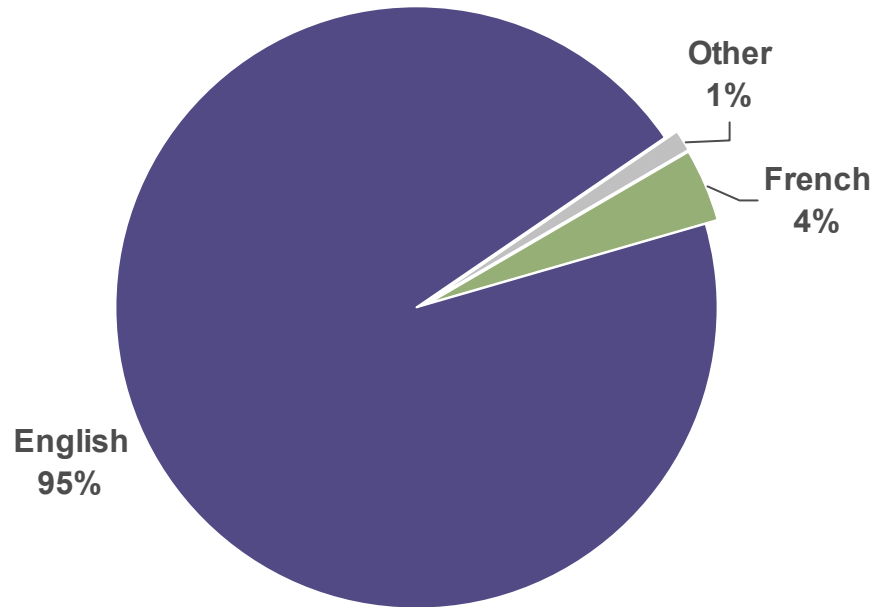
- ◆ Overwhelmingly, the language in which respondents feel most comfortable delivering legal services is English (95%).
 - Among those who are more comfortable in a language other than English, 80% (representing 4% of the total sample) are most comfortable delivering legal services in French.
 - A language other than English or French is the preference of the remaining 1% of respondents.

- ◆ While the majority (56%) of those who feel most comfortable delivering legal services in a language other than English say that this did not have an impact on their articling or career choices, 44% of these respondents say that it did have some impact.

- ◆ In order to investigate challenges faced by those who are more comfortable in a language other than English, those respondents were asked to explain the nature of the impact on their articling or career choices.

- ◆ Among the 26 comments made, French-language concerns dominate. Just less than one-third of these respondents say that they wanted to work in a bilingual environment, with a further 38% saying that they wanted to work in a French-speaking environment.

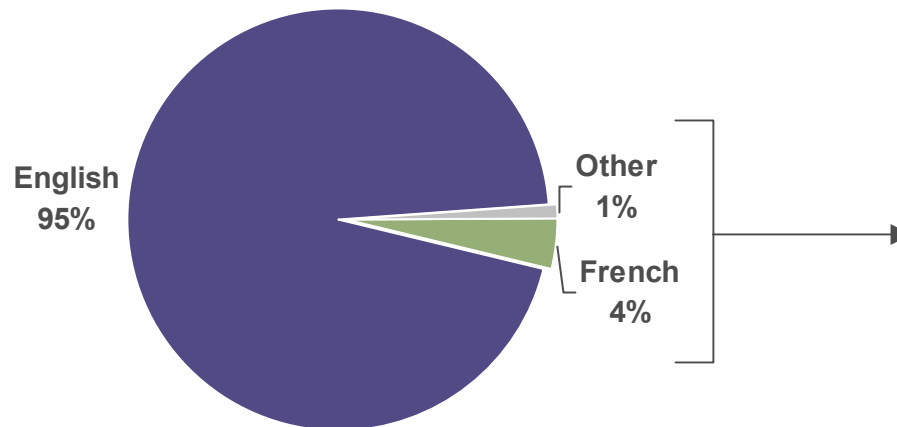
Language Preference



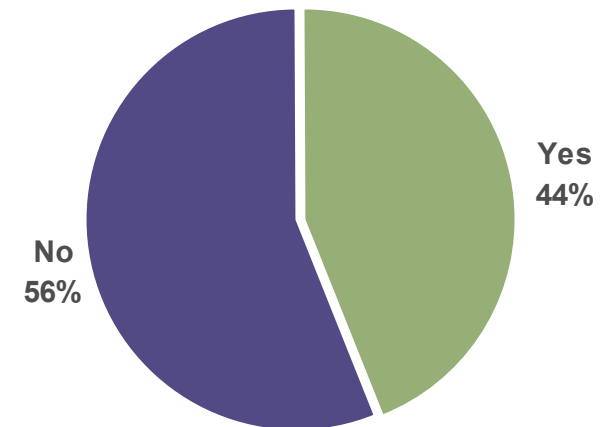
Q.37 In what language do you feel most comfortable delivering legal services?
Base: All respondents (n=1303)

Language and Impact on Articling/Career Choices

Preferred Language



Impact on Articling/Career Choices



Q.37 In what language do you feel most comfortable delivering legal services?

Base: All respondents (n=1303)

Q.38 Did the language in which you are most comfortable have any impact on your articling or career choices?

Base: Those who feel most comfortable in a language other than English (n=59)

Sample Demographics – Equality-Seeking Communities

- ◆ Reflecting the greater diversity among members of the legal profession in Ontario, findings from this research include the views of a number of equality-seeking communities.
 - Membership in an equality-seeking community was determined by respondents themselves through a question that invited them to indicate membership in one or more equality-seeking groups.

- ◆ While the majority of those responding to the survey (61%) do not self-identify with any of the characteristics tested, a significant minority does.

- ◆ “Racialized” or “persons of colour” comprise the largest proportion of these respondents (16% of respondents overall), followed by adherents of a religion or creed that is a minority in Canada (10%). Also represented in the sample are those who self-identify as:
 - Francophone (7%);
 - Gay, lesbian or bisexual (4%);
 - Aboriginal (e.g., First Nations, Métis, Inuit) (2%);
 - Persons with disabilities (2%);
 - Transgender or transsexual (<1%).

- ◆ A majority of NCA respondents (60%) self-identify with one or more equality-seeking communities, a proportion significantly higher than the proportion among non-NCA respondents who do so (38%).
 - In particular, NCA respondents are more than twice as likely as non-NCA respondents to self-identify as racialized/person of colour (38% and 15%, respectively).
 - No NCA respondents self-identify as Aboriginal, Francophone or transgender/transsexual.

Membership in an Equality-Seeking Community

	n=	Total Sample
		1303
		%
Racialized/Person of Colour (visible minority)		16
Religion or creed that is minority in Canada		10
Francophone		7
Gay/Lesbian/Bisexual		4
Aboriginal (e.g., First Nations, Métis, Inuit)		2
Person with disabilities		2
Transgender/Transsexual		<1
Other		5
I do not identify with any of these personal characteristics		61

Q.40 Please check any of the following characteristics with which you self-identify.

Base: All respondents

Note: Multiple mentions

Sample Demographics – Race

- ◆ Those who self-identified as either Aboriginal or as racialized/person of colour were invited to further self-identify their race.

- ◆ Findings from this question disclose diversity among those who responded to the survey. These include:
 - South Asian (e.g., Indo-Canadian, Indian Subcontinent Canadian) (27%);
 - Chinese Canadian (20%);
 - African Canadian, Black Canadian (16%);
 - First Nations (7%);
 - East Asian Canadian (e.g., Japanese, Korean) (7%);
 - Southeast Asian Canadian (e.g., Vietnamese, Cambodian, Thailand, Philippines) (6%);
 - Métis (5%);
 - Arab Canadian (5%);
 - Inuit (<1%);
 - Latin American, Hispanic or Latino Canadian (<1%).

- ◆ Among NCA respondents who self-identified as either Aboriginal or racialized/person of colour, the largest proportion identify themselves as South Asian (47%). The next most highly represented race, representing more than one-third of these NCA respondents (37%), is African Canadian or Black Canadian. One-in-ten (11%) identify as Southeast Asian Canadian.
 - No NCA respondents self-identified as Chinese Canadian, First Nations, Métis, Inuit, East Asian Canadian, Arab Canadian, or Latin American Hispanic or Latino Canadian.

Race

	n=	Total Base
		234
		%
South Asian (e.g., Indo-Canadian, Indian Subcontinent Canadian)		27
Chinese Canadian		20
African Canadian, Black Canadian		16
First Nations		7
East Asian Canadian (e.g., Japanese, Korean)		7
Southeast Asian Canadian (e.g., Vietnamese, Cambodian, Thai, Philippine)		6
Métis		5
Arab Canadian		5
Inuit		<1
Latin American, Hispanic or Latino Canadian		<1
Other		14

Q.41 Please specify how you identify yourself.
 Base: Those who self-identified as “Aboriginal” or “Racialized/Person of Colour” (n=234)
 Note: Multiple mentions
 C Caution, small base size

Sample Demographics – Financial Support Obligations

- ◆ The research also investigated the incidence of financial support obligations during law school.
- ◆ The large majority of respondents (88%) report that they had no dependents “who relied on me either alone or in part for financial support” while they were attending law school.
- ◆ However, small minorities do report dependents who relied on them for some measure of financial support:
 - 6% report that they had shared custody of children;
 - 2% report that they had sole custody of children;
 - 3% report that they had shared support responsibilities for an adult;
 - 2% report that they had sole support responsibilities for an adult.
- ◆ Although the samples of those who report having support obligations during law school are very small and the differences should be regarded with some caution, women (3%) are three times as likely as men (1%) to report having sole custody of children who relied on them in whole or in part for financial support. There are no other differences by gender in the incidence of support obligations.

Sample Demographics – Financial Support Obligations

- ◆ Differences are also found on this issue by membership in an equality-seeking community, although sample sizes are again very small and the findings should be regarded with caution.
- ◆ Those who self-identify with any of the equality-seeking characteristics (3%) are three times as likely as those who do not (1%) to report both having sole custody of children and sole support responsibilities for an adult, and twice as likely to report shared responsibility for an adult (4% and 2%, respectively).

Financial Support Obligations

	n=	Total Sample
		1303
		%
I had sole custody of children who relied on me alone or in part for financial support		2
I had shared custody of children who relied on me alone or in part for financial support		6
I had sole support of an adult who relied on me alone or in part for financial support		2
I had shared support of an adult who relied on me alone or in part for financial support		3
I had no dependents who relied on me alone or in part for financial support		88

Q.43 Please check any of the following that applied to you when you were attending law school.

Base: Total sample

Note: Multiple mentions

Pre-Law
Educational
Background and
Law School
Preferences

Pre-Law Educational Background

- ◆ The vast majority of respondents (92%) had completed at least a 3 year undergraduate degree before entering law school, with the largest single proportion having obtained a 4 year undergraduate degree
 - 14% had obtained a 3 year undergraduate degree;
 - 61% had obtained a 4 year undergraduate degree;
 - 2% had completed at least one year of a post-graduate degree;
 - 15% had completed a post-graduate degree.

- ◆ Among the remaining 8%:
 - 3% had completed 3 years of undergraduate study without obtaining a degree;
 - 3% had completed 2 years of undergraduate study; and,
 - 2% had completed fewer than 2 years of undergraduate study.

- ◆ Although the sample sizes are small, NCA respondents appear to have completed fewer years of undergraduate study at the time they entered law school than had non-NCA respondents.
 - Among NCA respondents, 8% had completed fewer than two years of undergraduate studies compared to just 2% among non-NCA respondents.
 - Conversely, non-NCA respondents are almost twice as likely as NCA respondents to have obtained a four year undergraduate degree (62% and 32%, respectively).
 - However, NCA respondents are marginally (significant at the 90% level) more likely than non-NCA respondents to have obtained a post-graduate degree (26% and 15%), which may in part explain the slightly older profile of NCA respondents.

Level of Education Completed When Entered Law School

	Total Sample
n=	1303
	%
Completed fewer than two years undergraduate studies	2
Completed two years without obtaining an undergraduate degree	3
Completed three years without obtaining an undergraduate degree	3
Obtained a three year undergraduate degree	14
Obtained a four year undergraduate degree	61
Completed at least one year of a post-graduate degree	2
Obtained a post-graduate degree	15

Q.1 How far had your studies progressed at the time you entered law school?

Base: All respondents

Mature Students

- ◆ Just fewer than one-quarter of respondents (23%) attended law school as a mature student. The length of time mature students spent in the workforce prior to attending law school varies widely:
 - 34% were in the workforce for fewer than 5 years;
 - 35% for 5-9 years;
 - 31% for 10 years or more.

- ◆ Consistent with their slightly older age profile, NCA respondents (38%) are significantly more likely than non-NCA respondents (22%) to have attended law school as a mature student.
 - However, there do not appear to be any consistent differences between NCA respondents and non-NCA respondents in length of time spent in the workforce prior to attending law school.

Number of Years in the Workforce Prior to Entering Law School

	n=	Total Sample
		1303
		%
1-2 years		4
3-4 years		4
5-9 years		8
10-14 years		3
15-19 years		2
20 or more years		2
I did not attend law school as a mature student		77

Q.2 If you attended law school as a mature student, please indicate how many years, if any, you were in the workforce prior to entering law school.

Base: All respondents

Law School Preferences

- ◆ When examining respondents' first choice of law school to attend, the schools are ranked as follows:
 - University of Toronto was the first choice of 24% of respondents;
 - Osgoode Hall (19% of respondents);
 - University of Ottawa English Common Law Section (10%);
 - University of Western Ontario (8%);
 - Queen's University (6%);
 - University of Windsor (4%);
 - University of Ottawa French Common Law Section (3%);
 - University of Ottawa Droit Civil (2%).

- ◆ Interestingly, and suggesting that students are looking beyond Ontario for their legal education, for about one-in-four respondents (24%) a law school outside of Ontario was their preferred choice:
 - 20% selected a Canadian law school outside of Ontario first;
 - 4% selected a law school outside of Canada first.

- ◆ Among those who selected a Canadian law school outside of Ontario as their first choice, McGill University leads at 11%. McGill is followed by Dalhousie University (6%), the University of British Columbia and the University of Victoria (each the first choice of 5% of respondents).

- ◆ About 3% of respondents selected a law school in the United States as their first choice, while slightly less than 1% of respondents selected a law school in the United Kingdom first.

Law School Preferences

- ◆ It is worth noting that respondents who self-identify as Francophone are disproportionately likely to have made either the French Common Law Section or the Droit Civil program at the University of Ottawa their first choice, and are also significantly more likely to have included those programs in their top three choices.
- ◆ Women (22%) are somewhat more likely than men (16%) to have made Osgoode Hall their first choice. Men (26%), by contrast, are somewhat more likely than women (21%) to have made the University of Toronto their first choice, and are twice as likely to have made the University of Windsor their first choice (6% and 3%, respectively).
- ◆ As might be expected, 70% of NCA respondents made a law school outside of Canada their first choice.
 - However, about one-in-four NCA respondents (26%) made an Ontario law school their first choice, suggesting that attending a law school outside of Canada may have been more of a necessity than a preference.

Law School Preferences

		Total Sample			
		First Choice	Second Choice	Third Choice	NET
	n=	1303	1303	1303	1303
		%	%	%	%
Osgoode Hall Law School (York University)		19	20	13	53
Queen's University		6	12	17	34
University of Ottawa English Common Law Section		10	10	10	30
University of Ottawa French Common Law Section		3	2	1	5
University of Ottawa Droit civil		2	<1	1	3
University of Toronto		24	16	7	46
University of Western Ontario		8	9	13	30
University of Windsor		4	3	6	13
Out of province		20	11	7	38
Out of country		4	6	5	15
None/ No answer		-	12	20	-

Q.3 Please indicate which law schools were your first, second and third choice. If you applied more than one year, please base your answer on your most recent application.

Base: All respondents

Reasons for First Preference

- ◆ A wide variety of considerations have a bearing on the selection of a law school as a first choice. Those cited by at least one-in-five respondents are:
 - Strong academic reputation was cited by nearly two-thirds of respondents (63%);
 - Location of law school where respondent wanted to practise/work (42%);
 - Location of law school affordable (37%);
 - Curriculum strongly linked to areas respondent wanted to study or practise (33%);
 - Tuition costs (30%);
 - Availability of family support (22%).

- ◆ However, when respondents were asked to select the two most important of these reasons, strong academic reputation emerges by a significant margin as the most important consideration with nearly half of respondents (48%) selecting it.

- ◆ There are virtually no differences by demographic sub-group in the importance assigned to a strong academic reputation in determining the first choice of law school to attend, suggesting that this is widely viewed as the most critical attribute of a law school by prospective students.
 - Interestingly, mature students are the one exception. Mature students (38%) are significantly less likely than younger students (51%) to cite strong academic reputation as one of the two most important factors bearing on their top preference for a law school to attend.

- ◆ The research suggests that academic reputation was a particularly important consideration for those who attended either the University of Toronto or Osgoode Hall. Fully 87% of those who attended the University of Toronto, and over half of those who attended Osgoode Hall (58%), cite strong academic reputation as one of the two key factors bearing on their first choice of law school.

Reasons for First Preference

- ◆ Location of law school where respondent wanted to practise/work is next in importance, having been cited by 28% of respondents.
- ◆ Once again, differences by demographic sub-group in the importance assigned to the law school's proximity to where respondents would like to practise are limited. However, some interesting findings do emerge when this issue is examined by law school attended.
 - Those who attended law school at the University of Toronto in particular (53%), and to a lesser extent those who attended Osgoode Hall (36%), are significantly more likely than respondents overall (28%) to cite this as one of their two most important reasons, suggesting that the proximity of these schools to the Toronto legal market is an attractive feature.
- ◆ Selected by smaller proportions of respondents as one of their two most important reasons are:
 - Location of law school affordable (17%);
 - Curriculum strongly linked to areas respondent wanted to study/practise (15%);
 - Tuition costs (15%);
 - Availability of family support (11%).
- ◆ Perhaps related to their lower emphasis on strong academic reputation, mature students (10%) are significantly less likely than younger students (17%) to cite a curriculum that is strongly linked to the areas they want to study or practise.
 - However, mature students (34%) are significantly more likely than younger students (27%) to include the proximity of the law school to where they want to practise or work in their two most important reasons for their first choice law school selection.
- ◆ Not surprisingly, perhaps, those who incurred debt prior to entering law school (19%) are more likely than those who did not (13%) to include tuition costs as one of the two most important factors bearing on their first choice of law school.
- ◆ None of the other reasons tested was selected by more than 6% of respondents as one of the two most important.

Reasons for First Preference

	Total Sample	
	Had a Bearing on Choice	Two Most Important Reasons
n=	1303	1303
	%	%
Strong academic reputation	63	48
Location of law school where I wanted to practise/work	42	28
Location of law school affordable	37	17
Curriculum strongly linked to areas I wanted to study/practise	33	15
Tuition costs	30	15
Availability of family support	22	11
Availability of joint programs	11	6
Financial aid available	14	5
Attractive extra-curricular law school activities	18	5
Opportunities to develop skills relevant to the practice of law	18	4
Language of program	11	4
My undergraduate academic standing	12	4
Availability of flexible/part-time program	1	1
Availability of community support	6	1
Availability of student support programs	2	<1
Services offered by law school career development officers	3	<1
Other	21	17
No answer	<1	<1

Q.5 Which, if any, of the following reasons had a bearing on your first choice of law school to attend? (Please select all that apply).

Q.6 Which two of these reasons were the most important?

Base: All respondents

Law School From Which Degree Obtained

- ◆ Findings concerning the law school from which respondents obtained a law degree follow generally findings concerning law school preferences:
 - Osgoode Hall (19%);
 - University of Ottawa English Common Law Section (14%);
 - University of Toronto (14%);
 - Queen’s University (10%);
 - University of Western Ontario (9%);
 - University of Windsor (9%);
 - University of Ottawa French Common Law Section (5%);
 - University of Ottawa Droit Civil (2%).

- ◆ Nearly one-quarter of respondents obtained a law degree from an institution outside Ontario:
 - 18% obtained a law degree from a Canadian law school outside of Ontario;
 - 5% obtained a law degree from a law school outside of Canada.

Law School From Which Degree Obtained

	n=	Total Sample
		1303
		%
Osgoode Hall Law School (York University)		19
Queen's University		10
University of Ottawa English Common Law Section		14
University of Ottawa French Common Law Section		5
University of Ottawa Droit Civil		2
University of Toronto		14
University of Western Ontario		9
University of Windsor		9
Out of province		18
Out of country		5

Q.4 From which institution(s) did you obtain a law degree?

Base: All respondents

Note: The sum of proportions is greater than 100% as some respondents have more than one law degree.

Call to the Bar

- ◆ Consistent with the sample for this research, 68% of respondents have been called to the bar in Ontario while a further 30% have not yet been called to the bar.
 - Membership in a Canadian bar outside of Ontario is limited to 1% or fewer respondents in each case.

- ◆ As might be expected given the proportion of respondents who have obtained a degree from a law school outside of Canada, 5% of respondents have been called to a bar outside Canada and about three-quarters of them (77%) have practised at that bar.
 - Among NCA respondents, however, the proportion called to a bar outside of Canada is much higher at 60%. Just over half of NCA respondents have been called to the bar in Ontario (52%).

- ◆ About half of those who have practised outside of Canada did so for 3 or fewer years (52%). However, some of these respondents practised outside of Canada for significantly longer than that, with 7% having practised for 10 or more years.

Bar Membership

	n=	Total Sample
		1303
		%
Alberta		1
British Columbia		1
Manitoba		<1
New Brunswick		1
Newfoundland		<1
Nova Scotia		<1
Ontario		68
PEI		-
Quebec		1
Saskatchewan		<1
Yukon		<1
Northwest Territories		<1
Nunavut		-
A Bar outside Canada		5
I have not been called to the Bar		30
A Bar in Canada Outside Ontario		5

Q.7 To which Bar(s) have you been called?

Base: All respondents

Note: Multiple responses accepted. Total proportions exceed 100%

Practice Outside Canada

	Those who have been called to a Bar outside Canada		
	Total Base	NCA Student	
		Yes	No
	%	%	%
Practised outside of Canada?	n = 60	n = 30 ^C	n = 30 ^C
Yes	77	77	77
No	23	23	23
How long?	n = 46 ^C	n = 23 ^C	n = 23 ^C
1 year	13	4	22
2 years	22	17	26
3 years	17	13	22
4 years	9	13	4
5 years	4	4	4
6 years	9	13	4
7 years	9	9	9
8 years	4	4	4
9 years	7	13	-
10 or more years	7	9	4
No answer	-	-	-

Q.8 If you have been called to a Bar outside of Canada, did you practise there?

Base: Among those who have been called to a Bar outside Canada

Q.9 For how long did you practise in that country?

Base: Among those who practised outside of Canada

C Caution, small base size

Articling

Key Factors Influencing Choice of Articling Position (Unprompted)

- ◆ Respondents who will be or currently are articling in Ontario as well as those who did article in Ontario were asked on an open-ended (or unprompted) basis what key factors influenced their choice of articling position. (The key distinction between open-ended and closed-ended questions is that the latter present a range of answer categories from which respondents are invited to choose, whereas the former do not present any pre-selected categories and allow respondents to respond as they wish in their own words.)
- ◆ Four key factors are identified on an open-ended basis:
 - Areas of interest/practice areas offered (mentioned by 39% of these respondents);
 - Perceived prestige/reputation (21%);
 - Preferred location (20%);
 - Good remuneration/benefits (20%).
- ◆ There are differences here by gender which, although not great, are significant statistically. Women are more likely than men to cite:
 - Areas of interest/practice areas offered (42% and 35%, respectively);
 - Good/nice working environment (9% and 6%); and,
 - Preference for a particular type of agency (e.g., NGO/government) (9% and 5%).
- ◆ Men, by contrast, are more likely than women to cite:
 - Good remuneration/salary/benefits (23% and 18%, respectively);
 - Practical/court/litigation experience (11% and 7%).

Key Factors Influencing Choice of Articling Position (Unprompted)

- ◆ Overall, those who self-identify as members of an equality-seeking community do not differ significantly from those who do not in the factors they identify as having influenced their choice of an articling position.
- ◆ There are some significant differences among NCA respondents. First, they are significantly less likely than non-NCA respondents to cite good remuneration as a key factor influencing their choice of articling position (10% and 20%, respectively).
- ◆ NCA respondents also ascribe less importance to the following attributes of an articling position:
 - Perceived prestige/reputation (5% among NCA respondents compared to 22% among non-NCA respondents);
 - Good working environment (2% and 8%, respectively); and,
 - Good fit with company culture (0% and 6%, respectively).

Key Factors Influencing Choice of Articling Position (Unprompted)

	Total Base	NCA Student	
		Yes	No
n=	1260	42c	1218
	%	%	%
Areas of interest/ practice areas offered by the firms	39	36	39
Perceived prestige/ reputation	21	5	22
Preferred location	20	19	20
Good remuneration/ salary/ benefits	20	10	20
Multiple practice areas/ rotation program	9	2	9
Practical/ court/ litigation experience	9	10	9
Was offered job/ job offer	9	12	9
Good/ nice working environment	8	2	8
Preferred size of firm	7	12	7
Preferred particular type of agency – public/private/NGO/ government	7	2	7
Good friendly colleagues/helpful	7	5	7
Potential future opportunities	7	5	7
Good fit with company culture/ values	6	-	6
Preferred city/ town	5	7	5
Good work life balance/ lifestyle	5	2	5
Development opportunities/ learning opportunities	5	5	5
Articling experience/ summer experience/ past experience	5	7	5
Availability of position/ work	4	10	4
Summered at firm and was hired back/ hire back policies	3	-	4

Q.11 What were the key factors that influenced your choice of articling position?

Base: Respondents who will be articling, are articling currently, or did article in Ontario

C Caution, small base size

Key Factors Influencing Choice of Articling Position (Unprompted) (Cont'd)

	n=	Total Base	NCA Student	
			Yes	No
		1260	42c	1218
		%	%	%
Challenging work/ interesting work		3	-	3
Good hours/ hours of work/ flexibility		3	2	3
Good/ experienced principal/ lawyers		2	-	2
Advancing social justice causes/ working for public interest		2	-	2
Mentorship program at firm/ organization		2	-	2
Don't have a position secured yet		2	5	2
All other mentions (equal to or less than 1%)		7	10	6
None/ No answer		<1	2	<1

Q.11 What were the key factors that influenced your choice of articling position?
 Base: Respondents who will be articling, are articling currently, or did article in Ontario
 C Caution, small base size

Key Factors Influencing Choice of Articling Position (Prompted)

- ◆ Respondents were then presented with a list of factors on a closed-ended (or prompted) basis and asked two questions. The first, intended to get a sense of what candidates consider important in an articling position, asked what factors influenced their choice of an articling position. The second question, intended to get at what really drives the final decision, asked respondents to identify the one factor that had the greatest influence.
- ◆ In response to the first of these questions, 7 factors stand out:
 - The practice areas offered (53%);
 - Supportive environment (47%);
 - Perceived prestige (44%);
 - Preferred location for articling (43%);
 - Good remuneration (41%);
 - Having summered at the firm and been asked back (35%);
 - The existence of a work/life balance policy (34%).
- ◆ Reviewing responses to the second question concerning the greatest influence, two lead:
 - Practice areas offered (cited as the greatest influence by 19% of respondents);
 - Having summered and been asked back to article (also cited by 19%).
- ◆ That the practice areas offered emerges as one of the top two factors chosen on a prompted basis is not surprising given that it was by a significant margin also the factor cited most frequently on an unprompted basis.
- ◆ Although having received an articling offer following a summer placement was not mentioned by a significant proportion of respondents on an unprompted basis, it is when presented on a prompted basis. Clearly this was not top-of-mind unprompted, but logically it would be a significant influencing factor on the choice of an articling position given the importance attached to, and competition for, summer placements.

Key Factors Influencing Choice of Articling Position (Prompted)

- ◆ There are no differences by sub-group in selecting the practice areas offered as the key influencing factor.
- ◆ However, those who do not self-identify as a member of an equality-seeking community (21%) are slightly more likely than those who do (16%) to say that they were offered an articling position following a summer placement. This is the only factor on which members of an equality-seeking community differ.
- ◆ Suggesting that women are getting access to articling offers following summer placements in about the same proportions as men, there is no significant difference by gender here.
- ◆ There are three factors on which NCA respondents differ significantly.
 - First, as was found among members of equality-seeking communities, NCA respondents are significantly less likely to report having been offered an articling position following a summer placement.
 - Secondly, NCA respondents are significantly less likely to cite good remuneration.
 - Thirdly, NCA respondents are significantly more likely to cite family members who are lawyers as the key influencing factor in their choice of articling position.
- ◆ Cited by less than 10% of respondents as the greatest influence on their choice of an articling position are:
 - Perceived prestige of firm or organization (9%);
 - Preferred city/town for articling (9%);
 - Supportive environment (8%);
 - Firm/organization has work/life balance policies (6%).

Key Factors Influencing Choice of Articling Position (Prompted)

- ◆ The significantly smaller proportion of respondents who identify good remuneration as the greatest influence on their choice of articling position (5%) is interesting, given that 41% say that it was one of the factors influencing their choice.
 - Of particular interest is that neither those who entered law school in debt (5%) or those who incurred debt during law school (5%) are significantly more likely than those who did not incur debt at either stage (4%) to say that good remuneration was the greatest influence on their choice of an articling position.

- ◆ Likewise, a supportive environment at the firm or organization, the perceived prestige of the firm or organization, or a preferred geographical location (cited by 47%, 44% and 43% of respondents, respectively, as an influence on their choice), are much less likely to be identified as the greatest influence.

- ◆ Women (9%), however, are more likely than men (6%) to say that a supportive environment was the greatest influence on their choice, and they are twice as likely as men (8% and 4%, respectively) to identify work/life balance policies as the greatest influence.
 - Although women do not rank either a supportive environment or work/life balance policies as highly as they do practice areas offered when asked to identify the greatest influence on their choice of articling position, the findings suggest that all other things being equal a supportive environment or work/life balance policies might be sufficient to tip the balance between two competing offers.

Factors Influencing Choice of Articling Position/Greatest Influence (Prompted)

	Influence of Choice of Articling Position		Greatest Influence	
	Total Base	NCA Student	Total Base	NCA Student
	n= 1260	42c	1260	42c
	%	%	%	%
The practice areas offered by the firm/organization	53	45	19	17
I had summered at the firm/organization and was hired back	35	7	19	7
Perceived prestige of firm/organization	44	21	9	10
I had a preferred city/town in which I wanted to article	43	33	9	10
The environment at the firm/organization is supportive	47	40	8	7
Firm/organization has work life balance policies/statements/practices	34	29	6	7
Good remuneration	41	33	5	-
I wanted to return home to article	12	10	3	5
I worked in the area of law during law school	17	5	3	2
Hire back policies	16	14	2	-
The firm/organization offers a mentorship program	14	14	1	2
The firm/organization has a diverse workforce	14	19	1	2
The firm/organization offers internal professional development programs	19	12	<1	-
Firm/organization provides support for external professional development	12	2	<1	-
Firm/organization has policies/statements/practices about mat./parental leaves or family responsibilities	9	5	<1	-
Good benefits	29	24	<1	2
Family members who are lawyers	2	7	<1	7
Other	10	14	8	10
None of these factors influenced my choice of articling position	6	12	6	12
No answer	<1	-	<1	-

Q.12 Did any of the following factors influence your choice of articling position? (Please select all that apply).

Q.13 And which of these was the greatest influence in your choice of articling position?

Base: Respondents who will be articling, are articling currently, or did article in Ontario

C Caution, small base size

Preferred/Actual Areas of Practice Exposure - Articling

- ◆ In order to understand what respondents wanted from their articling experience, and to what extent the actual articling experience provided what they were seeking, respondents were asked to indicate both the top three areas of law in which they wanted to gain experience and the top three areas of law they actually did gain experience during their articles.

- ◆ Combining the top three areas in which experience was sought provides the following:
 - Corporate/commercial (35% of respondents ranked it as one of the top three areas in which they wished to gain experience)
 - Civil litigation – Plaintiff (ranked among the top three by 32%)
 - Civil litigation – Defendant (25%)
 - Administrative – (18%)
 - Human rights/social justice (18%)
 - Criminal/quasi-criminal – (17%)

- ◆ There are a number of differences by gender in areas of experience sought during articling.
 - Women are significantly more likely than men to have sought experience in human rights/social justice law (22% and 11%, respectively), family/matrimonial law (18% and 8%), wills/estates/trusts (11% and 6%), immigration law (7% and 4%), and environmental law (6% and 3%).
 - Men are significantly more likely than women to have sought experience in corporate commercial law (43% and 30%), civil litigation/plaintiff (36% and 29%), securities law (16% and 8%), tax law (13% and 7%), and intellectual property law (14% and 9%).

- ◆ There are also differences between those who self-identified as a member of an equality-seeking community and those who did not.
 - Members of an equality-seeking community are significantly more likely to have sought experience in human rights/social justice law (20% and 15%, respectively), immigration law (9% and 4%), and Aboriginal law (6% and 3%).

Preferred/Actual Areas of Practice Exposure - Articling

- ◆ There are also differences between NCA respondents and non-NCA respondents in areas of experience sought during articles.
 - NCA respondents are significantly more likely than non-NCA respondents to have sought experience in family law (29% and 13%, respectively), real estate law (29% and 12%), and immigration law (19% and 5%)

- ◆ Analysis of the areas of law to which those who have completed their articles actually gained experience suggests that in the main students' desires are being met in most cases:
 - Civil litigation – Plaintiff (39%)
 - Civil litigation – Defendant (39%)
 - Corporate Commercial (35%)
 - Administrative – (23%)
 - Criminal/Quasi-Criminal (18%)

- ◆ One area in which students do not appear to be getting the experience they are seeking is human rights/social justice:
 - Whereas 18% of respondents indicated that this was an area in which they wished to gain experience during articling, just 9% of students actually did so.
 - The gap here between what was sought and what was actually obtained is likely to have had particular impact on women and members of equality-seeking communities, given that they are more likely to have been seeking experience in this practice area,

Preferred/Actual Areas of Practice Exposure - Articling

	Total Base							
	Top 3 Areas in Which <u>Wanted</u> to Gain Experience				Top 3 Areas in Which <u>Actually</u> Gained Experience			
	Top	2 nd	3 rd	NET	Top	2 nd	3 rd	NET
n=	1260	1260	1260	1260	840	840	840	840
	%	%	%	%	%	%	%	%
Aboriginal Law	1	1	2	4	1	1	2	4
ADR/Mediation Services	1	2	5	8	<1	1	2	4
Administrative Law	4	7	7	18	5	9	9	23
Bankruptcy & Insolvency Law	1	2	3	6	<1	2	2	5
Civil Litigation - Plaintiff	13	12	7	32	17	15	8	39
Civil Litigation - Defendant	8	10	7	25	15	16	8	39
Construction Law	<1	<1	1	2	<1	1	2	3
Corporate/Commercial Law	16	11	8	35	11	11	13	35
Criminal/Quasi Criminal Law	10	4	3	17	10	4	4	18
Employment/Labour Law	8	5	5	18	8	5	5	18
Environmental Law	1	1	2	4	1	1	1	3
Family/Matrimonial Law	5	5	4	14	6	3	3	12
Human Rights/Social Justice	4	8	6	18	1	4	4	9
Immigration Law	2	2	2	6	2	2	1	5
Intellectual Property Law	5	3	3	11	3	2	2	7
International Law	3	2	3	8	1	1	1	3
Language Rights Law	<1	-	<1	<1	-	-	<1	<1
Poverty Law	1	1	2	4	1	1	1	3
Real Estate Law	2	4	5	11	3	4	5	12
Securities Law	3	5	4	12	3	4	3	10
Tax Law	4	2	3	9	3	1	3	7
Wills, Estates, Trusts Law	1	3	5	9	2	3	5	10
Workplace Safety & Insurance Law	<1	1	1	2	<1	1	1	2
Other	5	4	3	12	8	3	4	15
None/ No answer	<1	5	9	14	<1	7	12	19

Q.14 From among the following, please indicate the top three areas of law in which you wanted to gain experience during articling.

Q.15 And which were the top three areas in which you actually gained experience during articling?

Base: Q.14 was asked of those who will be articling, are articling currently, or will be articling in Ontario. Q.15 was asked only of those who completed articles in Ontario.

Preferred Articling Setting

- ◆ Preferences for and actual articling setting were examined in much the same way as was practice exposure during articling.

- ◆ Looking first at preferences, the private practice experience in some form (and especially in Toronto) dominates:
 - The single greatest preference was for a large private law firm in Toronto (the top preference of 28% and one of the top three of 44%)
 - Medium private law firm in Toronto (14% and 47%, respectively)
 - Government/public agency (14% and 42%)
 - Large private law firm outside Toronto (10% and 22%)
 - Medium private law firm outside Toronto (6% and 19%)
 - Crown's office (6% and 19%)

- ◆ Two significant differences are found when top preference for articling setting is examined by gender:
 - Men (36%) are significantly more likely than women (22%) to select a large private law firm in Toronto as their top preference.
 - Conversely, women (18%) are twice as likely as men (9%) to select government/public agency.

- ◆ Similar differences are found when examining top three preferences combined by gender. Men are significantly more likely than women to want to article in three types of private firm settings.
 - Large private law firm in Toronto (55% and 37%, respectively)
 - Medium private law firm in Toronto (53% and 41%)
 - Large private law firm outside Toronto (28% and 18%)

Preferred Articling Setting

- ◆ Women, by contrast, are significantly more likely than men to include several non-firm settings among their top three preferences.
 - Government/public agency (50% and 32%, respectively)
 - Legal clinic (17% and 7%)
 - NGO (15% and 6%)

- ◆ Although the number of respondents who report wanting to article in a small private law firm outside Toronto is small, women are twice as likely as men both to make that setting their top preference (2% and 1%, respectively), and to make that setting one of their top three preferences (4% and 2%, respectively).

- ◆ Members of an equity seeking community do not differ greatly in their preferences for articling with the exception of government or public agency, which members of an equity seeking community (46%) are somewhat more likely than those who are not (40%) to include among their top three preferences.

- ◆ Although the sample sizes are extremely small, and the findings should therefore be viewed with caution, there are some interesting differences between NCA respondents and non-NCA respondents in preferences for articling setting.
 - NCA respondents are directionally more likely than non-NCA respondents to include a small private law firm outside Toronto (24% and 12%, respectively) and a sole practice in Toronto (10% and 2%) among their top three preferences, and significantly less likely to include a large private law firm in Toronto (24% and 46%) and a government or public agency (26% and 43%).

Actual Articling Setting

- ◆ Turning to the setting in which respondents actually articulated or will be articling, the ranking is similar to the ranking of preferred settings. It also reflects the settings that tend to offer the greatest number of articling positions:
 - Large private law firm in Toronto (22%)
 - Medium private law firm in Toronto (14%)
 - Large private law firm outside Toronto (14%)
 - Government/public agency (12%)
 - Medium private law firm outside Toronto (7%)

- ◆ While the Crown's office was the first preference of 6% of respondents, and one of the top three preferences of 19% of respondents, just 3% of respondents report actually articling there.

- ◆ A comparison of preferences with actual articling setting reveals some interesting findings with respect to members of equality-seeking communities. In particular, although they are not significantly less likely to express a preference for articling in a large private law firm in Toronto, they are significantly less likely to have actually done so (17%) than are those who are not members of such a community (25%).
 - Although the sample sizes are small, members of an equity seeking community are also significantly more likely to be articling in a sole practice in Toronto (3% and 1%, respectively), and directionally more likely (at the 90% confidence level) to be articling in a sole practice outside Toronto (4% and 2%), than those who are not members of such a community.

- ◆ There is also an interesting finding by gender here. While for 36% of men a large private law firm in Toronto was their top preference, just 25% of men actually articulated in that setting. The gap between the proportion of women for whom that setting was their top preference (22%) and the proportion of women who actually articulated in that setting (19%) is much narrower, suggesting that women who want to articulate in such a setting have a better chance of being offered a place than do men with the same top preference.

Preferred/Actual Articling Setting

	Total Base				
	Top 3 Preferences for Setting Prior to Articling				Actual Articling Setting
	Top	2 nd	3 rd	NET	
n=	1260	1260	1260	1260	1260
	%	%	%	%	%
Sole practice outside of Toronto	1	<1	1	3	3
Small private law firm outside of Toronto (less than 5 lawyers)	3	4	5	12	6
Medium private law firm outside of Toronto (5 – 10 lawyers)	6	8	5	19	7
Large private law firm outside of Toronto (more than 10 lawyers)	10	5	7	22	14
Sole practice in Toronto	<1	1	1	2	2
Small private law firm in Toronto (less than 5 lawyers)	4	4	10	18	5
Medium private law firm in Toronto (5 – 50 lawyers)	14	23	10	47	14
Large private law firm in Toronto (more than 50 lawyers)	28	10	6	44	22
In-house counsel for a private corporation	2	5	8	15	2
Government or a public agency	14	15	13	42	12
Education	<1	1	1	2	-
Crown's office	6	6	7	19	3
Legal clinic	2	4	6	12	2
Non-governmental organization (NGO)	2	4	5	11	1
Some other setting	6	1	1	8	8
No preference	1	2	4	7	<1
No answer	-	6	9	-	-

Q.16 From among the following, please indicate what your top three preferences were for the setting in which you wished to ARTICLE and then the setting in which you articulated/are articling?

Base: Respondents who will be articling, are articling currently, or did article in Ontario

The Practice of Law

Preferred Practice Setting

- ◆ As with preferences for articling setting, private law firms lead as the top preferred practice/work settings:
 - Large private law firm in Toronto (selected as top preference by 22% of respondents, and as one of the top three preferences by 39%);
 - Government/public agency (17% and 44%, respectively);
 - Medium private law firm in Toronto (12% and 40%);
 - Large private law firm outside Toronto (9% and 22%);
 - Crown’s office (7% and 19%);
 - Medium private law firm outside Toronto (6% and 20%).

- ◆ Also consistent with preferences for articling setting, there are differences by gender in top preferences for practice/work setting:
 - Large private law firm in Toronto – men 29% and women 16%;
 - Government/public agency – women 21% and men 11%;
 - In-house counsel for a private corporation – women 6% and men 3%;
 - Legal clinic – women 4% and men 1%;
 - NGO – women 4% and men 2%.

Preferred Practice Setting

- ◆ There are some differences in top preferences among members of equality-seeking communities.
 - They are significantly less likely than those who do not belong to such a community to choose a large private law firm outside Toronto as their top preference (6% and 11%, respectively).
 - They are also directionally less likely (at the 90% confidence interval) both to make a large private law firm in Toronto their top preference (19% and 23%, respectively) and to include it among their top three preferences (35% and 40%).
- ◆ To some extent, these findings among members of equality-seeking communities may be explained by their greater interest in human rights/social justice law and immigration law, areas of practice that are less prominent at large law firms than they are in other practice settings.
- ◆ The top preferences for practice setting among NCA respondents differ in some respects from those of non-NCA respondents.
 - NCA respondents are significantly less likely than non-NCA respondents to select as their top preference both a large law firm in Toronto (12% and 22%, respectively) and a government or public agency setting (8% and 17%).
 - A further difference emerges when top three practice setting preferences are combined. NCA respondents are significantly more likely than non-NCA respondents to include among their top three preferences sole practice in Toronto (18% and 3%, respectively), and are directionally more likely to include sole practice outside Toronto (12% and 4%).

Actual Practice Setting

- ◆ Consistent with preferences, private law firms are the most common form of actual practice/work setting:
 - Large private law firm in Toronto (16%)
 - Government/public agency (16%)
 - Medium private law firm in Toronto (13%)
 - Large private law firm outside Toronto (9%)
 - Medium private law firm outside Toronto (6%)

- ◆ A comparison of preferences with actual practice settings reveals an interesting finding by gender concerning large private law firms in Toronto:
 - Although men (29%) are more likely than women (16%) to select this practice setting as their top preference, the proportions of men and women who report working there are closer (18% of male respondents and 15% of female respondents). This is consistent with findings concerning articling.

- ◆ Other differences by gender in actual practice setting are consistent with preferences.
 - In-house counsel for a private corporation – 6% among women and 3% among men;
 - Government/public agency – 20% among women and 11% among men.

Actual Practice Setting

- ◆ Differences by membership in an equity seeking community are also evident.
 - Consistent with their preferences, members of an equity-seeking community are less likely to be working either in a large private law firm outside of Toronto (6% and 11%) or a large private law firm in Toronto (11% and 19%).
 - Members of an equity-seeking community are, by contrast, more likely than those who are not members of such a community to be practising in government or a public agency (20% and 13%).

- ◆ Although the sample size of NCA respondents who are currently in practice is very small, the data suggest that consistent with their preferences they are more likely than non-NCA respondents to be working in sole practice in Toronto (19% and 3%, respectively) or in sole practice outside Toronto (11% and 3%).

- ◆ A comparison of actual practice settings with top preferred settings suggests that in many cases respondents are working in a desired practice setting. It also, however, suggests several modest gaps:
 - The proportions of respondents who report practising in large private law firms in Toronto (16%) or in the Crown's office (3%) are lower than the proportions of respondents who selected these settings as their top preference (22% and 7%, respectively);
 - Conversely, the proportion of respondents who report practising in a small private law firm outside Toronto (8%) is greater than the proportion of respondents for whom that setting was their top preference (4%).

Preferred/Actual Practice Setting

	Total Sample				Actual Practice Setting
	Top 3 Preferences for Practice Setting				
	Top	2 nd	3 rd	NET	
n=	1303	1303	1303	1303	772
	%	%	%	%	%
Sole practice outside of Toronto	2	1	1	4	3
Small private law firm outside of Toronto (less than 5 lawyers)	4	5	6	15	8
Medium private law firm outside of Toronto (5 – 10 lawyers)	6	8	6	20	6
Large private law firm outside of Toronto (more than 10 lawyers)	9	6	7	22	9
Sole practice in Toronto	1	1	2	4	3
Small private law firm in Toronto (less than 5 lawyers)	4	5	11	20	6
Medium private law firm in Toronto (5 – 50 lawyers)	12	18	10	40	13
Large private law firm in Toronto (more than 50 lawyers)	22	11	6	39	16
In-house counsel for a private corporation	5	10	11	26	5
Government or a public agency	17	15	12	44	16
Education	1	1	3	5	1
Crown's office	7	6	6	19	3
Legal clinic	3	3	7	13	1
Non-governmental organization (NGO)	3	6	6	15	1
Some other setting	3	1	1	5	8
No preference	1	3	5	9	-
None/ No answer	<1	1	1	2	-

Q.17 From among the following, please indicate what your top three preferences were for the setting in which you wished to PRACTISE/WORK and then the setting in which you currently practise/work? (Please indicate your current practice/work setting ONLY if you are currently practising/working in law.)

Base: Preferred practice setting was investigated among all respondents. Actual practice setting was measured only among those practising or working in law in Ontario.

Key Factors Influencing Choice of Position (Unprompted)

- ◆ Those who are currently practising or working in law in Ontario were asked on an open-ended basis to list the key factors that had an influence on their decision to choose that position.
- ◆ While a wide variety of factors were cited, practice areas offered was cited by the single largest proportion of these respondents (26%). This is the same factor that was cited by the largest proportion when respondents were asked on an unprompted basis about the key factors that influenced their choice of an articling position.
- ◆ Following next in frequency of mention are:
 - Good remuneration/benefits (cited by 17% of respondents);
 - Good work/life balance (15%);
 - Availability of position/work (12%);
 - Potential for future/opportunities for future (10%).
- ◆ There are differences here by gender. Women are more likely than men to say that the following were key factors that influenced their choice of position:
 - Women are twice as likely as men to identify both good work/life balance (19% and 8%, respectively) and a good working environment (12% and 5%, respectively), as key factors.
 - Although the samples here are very small, and the findings should therefore be regarded with some caution, women also appear more likely than men to value flexibility in hours of work (7% and 2%) and the existence of a mentorship program (4% and 2%) although neither of these factors appears to play a primary role in influencing choices.
 - As with the factors that influence choice of articling position, however, these factors could play a decisive role in the selection of one position over another if all other facets of the positions were equal.
- ◆ There are no significant differences among either members of equality-seeking communities or NCA respondents on this measure.

Key Factors Influencing Choice of Position (Unprompted)

	n=	Total Sample
		772
		%
Areas of interest/ practice areas offered by the firms		26
Good remuneration/ salary/ benefits		17
Good work life balance/ lifestyle		15
Availability of position/ work		12
Potential future opportunities		10
Good/ nice working environment		9
Good friendly colleagues/ helpful colleagues		9
Preferred location		8
Challenging work/ interesting work		6
Preferred particular type of agency – public/private/NGO/ government		6
Was offered job/ job offer		6
Practical/ court/ litigation experience		6
Perceived prestige/ reputation		5
Articling experience/ summer experience/ past experience		5
Good hours/ hours of work/ flexibility		5
Hired back/ hire back policies		4
Development opportunities/ learning opportunities		4

Q.21 What were the key factors that influenced your choice of position?

Base: Respondents who are practising/ working in law

Note: The sum of proportions exceeds 100% because of multiple mentions

Key Factors Influencing Choice of Position (Unprompted) (Cont'd)

	n=	Total Sample
		772
		%
Preferred city/ town		3
Mentorship program at firm/ organization		3
Exposure to litigation opportunities		3
Advancing social justice causes/ working for public interest		3
Good fit with company culture/values		3
Autonomy/ carriage of own files		3
Multiple practice areas/ rotation program		2
Preferred size of firm		2
Like working with clients/ providing client service		2
Experiences in area prior to law school		2
Variety of work		2
All other mentions (equal to or less than 1%)		9
None/ No answer/ Don't know		4

Q.21 What were the key factors that influenced your choice of position?
 Base: Respondents who are practising/ working in law
 Note: The sum of proportions exceeds 100% because of multiple mentions

Key Factors Influencing Choice of Position (Prompted)

- ◆ The factors that influenced respondents when they were choosing their current position were also investigated through two closed-ended questions. The first, which was designed to get a sense of the considerations bearing on the decision-making process, presented a list of factors and asked respondents to indicate whether any of them had an influence. The second, the objective of which was to identify the key drivers, asked respondents to choose the one factor that had the greatest influence.

- ◆ As would be expected, findings from the first question suggest that a wide array of factors bear on this decision. Cited by the largest proportions of respondents, and largely consistent with the factors found on an unprompted basis, are:
 - The practice areas offered (cited by 55%);
 - Good remuneration (50%);
 - Supportive environment (44%);
 - Being asked back following articles (43%);
 - The existence of work/life balance practices, policies or statements (42%);
 - Prestige (41%);
 - Good benefits (39%).

- ◆ Once again, a number of these factors are more likely to be seen as important by women.
 - A supportive environment (cited as an influencing factor by 49% of women and 38% of men);
 - Work/life balance policies (49% and 33%);
 - Good benefits (43% and 35%).

- ◆ While mentioned by smaller proportions of respondents overall, women are also more likely than men to see as important:
 - Support for external professional development (27% and 17%);
 - Maternal/parental leave policies (18% and 6%).

Key Factors Influencing Choice of Position (Prompted)

- ◆ There are also some interesting differences by membership in an equity seeking community. Most dramatically, those who self-identify with an equity seeking community (32%) are significantly less likely than those who do not (50%) to say that having articulated at the firm or organization and being hired back was a factor that influenced their choice of position. They are also less likely to see the perceived prestige of the firm or organization as an influential factor (36% and 44%, respectively).
- ◆ As might be expected, members of an equity seeking community are more likely to see as important that the firm or organization has a diverse workforce (19% and 10%, respectively).
- ◆ NCA respondents are similar to members of an equity-seeking community in that they are significantly less likely than non-NCA respondents to cite having articulated at a firm or organization and been asked back as having had an influence on their choice of position (22% and 44%, respectively).

Greatest Influence on Choice of Position

- ◆ When respondents were required to pick the one factor among those tested that had the greatest influence, two factors emerged as dominant:
 - Being asked back following articles (24%);
 - Practice areas offered (23%).

- ◆ While there are no differences by gender in the proportions identifying being asked back after articles as the most influential factor, there are by membership in an equity seeking community. Those who are members in such a community (17%) are significantly less likely than those who are not (29%) to cite a hire back offer as the most influential factor.

- ◆ None of the other factors tested was selected by more than 10% of respondents. Two social environment factors were, however, selected by about one-in-ten respondents as the most important:
 - The existence of work/life practices, policies or statements (10%);
 - Supportive environment (9%).
 - Although there is no difference by gender in the importance of a supportive environment, women (13%) are twice as likely as men (6%) to select the existence of work/life practices, policies or statements as the most important factor.
 - Finally, although the sample sizes are small, men (9%) appear more likely than women (5%) to see the prestige of the firm or organization as important.

- ◆ The very small sample of NCA respondents currently practising in Ontario does not provide sufficient scope for analysis of these respondents on this measure.

Factors Influencing Choice of Position/Greatest Influence

	n=	Total Sample	
		Influence on Choice of Position	Greatest Influence
		772	772
		%	%
I had articulated at the firm/organization and was hired back		43	24
The practice areas offered by the firm/organization		55	23
Firm/organization has work life balance policies/statements/ practices		42	10
The environment at the firm/organization is supportive		44	9
Good remuneration		50	8
Perceived prestige of firm/organization		41	6
I worked in the area of law during law school		18	4
The firm/organization offers a mentorship program		11	1
The firm/organization has a diverse workforce		14	1
Firm/organization has policies/statements/practices about maternity/parental leaves or family responsibilities		13	1
Good benefits		39	1
Family members who are lawyers		2	1
The firm/organization offers internal professional development programs		22	<1
Firm/organization provides support for external professional development		23	<1
Other		15	11
No answer		<1	<1

Q.22 Did any of the following factors influence your choice of position? (Choose all that apply)

Q.23 And which of these was the greatest influence in your choice of position?

Base: Respondents who are practising/working in law

Key Factors Influencing Choice of Practice Areas (Unprompted)

- ◆ The research examined, on an open-ended or unprompted basis, the key factors that influenced choice of practice area. The findings shed light on what is important in selecting an area of law to practice.
- ◆ By a significant margin, and as might be expected given earlier findings, the factor cited most often as influencing choice of current practice areas is interest in those areas (38%).
- ◆ Interest in the practice area chosen does not vary in importance by gender, but is somewhat lower among those who are members of equity seeking communities (33%) than it is among those who are not (41%). It is still, however, identified most frequently by members of these communities as a key factor that influenced choice of position.
- ◆ Ranking behind interest in areas practised, and clustered quite closely together in frequency of mentions, are a number of other factors. Among these, that the areas currently practised allow for a good work/life balance (13%) and that they provide good remuneration (13%) are mentioned most frequently.
- ◆ Echoing previous findings, women are more likely than men to say that good work/life balance (16% and 10%, respectively), a good working environment (9% and 4%) and advancing social justice causes/working in the public interest (9% and 4%) were key influencing factors.
- ◆ Findings among members of equality-seeking communities and NCA respondents do not differ significantly from the overall findings on this measure, although NCA respondents do appear to place somewhat less importance on remuneration and a good working environment than do non-NCA respondents

Key Factors Influencing Choice of Practice Areas (Unprompted)

	n=	Total Sample	NCA Student	
			Yes	No
		772	27 ^c	745
		%	%	%
Areas of interest		38	33	38
Good work life balance/ lifestyle		13	7	14
Good remuneration		13	4	13
Articling experience/ summer experience/ past experience		10	7	10
Challenging work/ interesting work		9	4	9
Availability of position/ work		9	11	9
Worked in particular areas during law school/ academic interest		8	4	8
Good/ nice working environment		7	-	7
Potential future opportunities		7	15	7
Advancing social justice causes/working for the public interest		7	11	7
Good friendly colleagues/ helpful colleagues		6	4	6
Practical/ court/ litigation experience		6	7	6
Exposure to litigation opportunities		6	7	6
Experiences in area prior to law school		5	11	5
Preferred particular type of agency – public/private/NGO/ government		4	-	5
Was offered job/ job offer		4	7	4
Preferred location		4	4	4
Good hours/ hours of work/ flexibility		3	4	3
Autonomy/ carriage of own files		3	7	3

Q.18 What were the key factors that influenced your current choice of practice areas?

Base: Respondents who are practising/ working in law

C Caution, small base size

Key Factors Influencing Choice of Practice Areas (Unprompted) (Cont'd)

	n=	Total Sample	NCA Student	
			Yes	No
		772	27c	745
		%	%	%
Like working with clients/ providing client service		3	7	3
Development opportunities/ learning opportunities		3	-	3
Summered at firm and was hired back/ hire back policies		3	-	3
Mentorship program at firm/ organization		2	-	3
Perceived prestige		2	-	2
Variety of work		2	-	2
Preferred city/ town		2	-	2
Multiple practice areas/ rotation program		2	-	2
All other mentions (equal to or less than 1%)		9	11	9

Q.18 What were the key factors that influenced your current choice of practice areas?

Base: Respondents who are practising/ working in law

C Caution, small base size

Preferred Areas of Practice

- ◆ Having examined the key considerations in choosing a practice area, the research then explored the practice areas themselves. As with other areas of investigation in this research, respondents were asked to choose the three top areas in which they wanted to practise and then the three top areas in which they actually practise.

- ◆ Examining top three preferred areas of law combined, four areas are indicated by at least one-in-five respondents and are consistent with the areas of practice exposure sought during articling:
 - Corporate/commercial (33%);
 - Civil litigation/Plaintiff (27%);
 - Civil litigation/Defendant (23%);
 - Human rights/social justice (23%).

- ◆ There are differences by gender here that mirror the differences found in preferences for practice experience during articling.

- ◆ Men are significantly more likely to indicate a preference for:
 - Corporate commercial law (41% compared to 27% among women);
 - Civil litigation/defendant (31% and 23%, respectively);
 - Civil litigation/defendant (26% and 20%);
 - Securities law (19% and 10%);
 - Tax law (14% and 7%); and,
 - Intellectual property law (14% and 9%).

Preferred Areas of Practice

- ◆ Women are significantly more likely to indicate a preference for:
 - Human rights/social justice law (29% compared to 14% among men);
 - Family/matrimonial law (17% and 7%, respectively);
 - Wills/estates/trust law (11% and 6%);
 - Poverty law (8% and 3%); and;
 - Environmental law (7% and 4%).

- ◆ Although overall members of equity seeking communities in most respects have the same hierarchy of practice preferences as those who are not members of such communities, there are two practice areas in which they are more likely to express interest:
 - Human rights/social justice law (26% and 20%, respectively);
 - Immigration law (11% and 4%).

- ◆ NCA respondents are significantly more likely than non-NCA respondents to include among their top three preferred areas immigration law (30% and 6%, respectively) and family law (26% and 12%), and significantly less likely to include human rights/social justice law (12% and 23%, respectively).

Actual Areas of Practice

- ◆ The first tier for top three areas of law (combined) actually practised are consistent with combined top three preferences:
 - Corporate/commercial (32%);
 - Civil litigation/Plaintiff (27%);
 - Civil litigation/Defendant (27%).

- ◆ For most areas of practice, the proportion of respondents actually practising in the area is close to the proportion of respondents who indicated a desire to practise in that area.

- ◆ Findings from the actual practice measure do differ from preferred practice area for several areas of practice.
 - Human rights/social justice law, which ties for third most preferred practice area at 23% combined, is sharply lower at 11% combined for top three areas of law actually practised.
 - Environmental, immigration, poverty, securities and tax law also show lower proportions of respondents actually practising in those areas than indicated a desire to practise in them, although the gaps are narrower than for human rights/social justice law.

- ◆ The gap between practice area preferences and actual practice areas found for human rights/social justice law has implications for women and members of equality-seeking communities among whom interest in that practice area was higher.

- ◆ Similarly, the gap between preferences and actual practice experience found for immigration law has implications for members of equality-seeking communities and NCA respondents, who are more likely than others to have expressed a preference for that practice area.

Preferred/Actual Areas of Practice

	Total Sample							
	Top 3 Areas in Which <u>Wanted</u> to Practise				Top 3 Areas in Which <u>Actually</u> Practise			
	Top	2 nd	3 rd	NET	Top	2 nd	3 rd	NET
n=	1303	1303	1303	1303	772	772	772	772
	%	%	%	%	%	%	%	%
Aboriginal Law	1	2	2	5	2	1	1	3
ADR/Mediation Services	1	2	5	8	<1	1	3	4
Administrative Law	2	7	6	15	4	7	9	20
Bankruptcy & Insolvency Law	1	1	3	5	1	1	3	4
Civil Litigation - Plaintiff	10	10	7	26	10	11	6	28
Civil Litigation - Defendant	8	9	6	22	12	10	5	26
Construction Law	<1	1	1	2	<1	1	1	2
Corporate/Commercial Law	13	12	8	33	11	12	9	32
Criminal/Quasi Criminal Law	11	3	4	19	10	4	2	16
Employment/Labour Law	7	5	4	16	6	3	4	13
Environmental Law	2	2	2	6	1	1	<1	3
Family/Matrimonial Law	5	5	4	13	8	2	2	12
Human Rights/Social Justice	6	9	8	22	2	5	4	10
Immigration Law	1	3	2	7	1	2	1	4
Intellectual Property Law	6	3	2	11	3	2	2	7
International Law	5	4	4	13	1	2	2	5
Language Rights Law	<1	<1	<1	1	<1	-	<1	<1
Poverty Law	1	2	3	6	1	1	1	2
Real Estate Law	3	4	5	11	6	4	3	13
Securities Law	4	5	5	14	4	4	2	10
Tax Law	4	2	3	10	3	1	1	6
Wills, Estates, Trusts Law	1	3	5	9	2	4	4	10
Workplace Safety & Insurance Law	1	1	1	2	<1	1	2	4
Other	7	3	3	12	12	4	5	21
None/ No answer	<1	4	7	-	<1	17	28	-

Q.19 Please indicate the top three areas of law in which you wanted to practise/work.

Base: All respondents

Q.20 And which are the top three areas of law in which you are actually practising/working? (Please answer this question ONLY if you are currently practising/working)

Base: Respondents who are practising/ working in law

Financial Considerations

Sources Used to Pay for Law School Education

- ◆ Examination of the means used to pay for law school finds loans, either from government (48% - OSAP (35%), "other government loans" (13%)) or a bank (45%), cited more frequently than any others as major sources.
 - Members of equality seeking groups do not differ from others in their use of OSAP or other government loans, but they are significantly less likely to report the use of bank loans as a major source (39% and 48%). Men (48%) are somewhat more likely than women (42%) to report that bank loans were a major source of support, but there are no gender differences in use of OSAP or other government loans.
- ◆ Loans are closely followed, however, by income from respondents' own employment (cited by 32% as a major source), support from family members' income or savings (29%) and respondents' own savings (27%).
 - There are no differences by gender or membership in an equality-seeking community in the proportions citing these as major sources of support.
- ◆ Law school bursaries or scholarships are cited by 16% of respondents as a major source of support.
 - Members of an equality-seeking community (19%) are significantly more likely than those who are not (14%) to report law school bursaries or scholarships are a major source of support.

Sources Used to Pay for Law School Education

- ◆ Just over one-third of respondents (35%) report having applied for a loan or bursary and been turned down. Interestingly, 23% of respondents who were turned down either don't know the reason for the refusal (8%) or say that no reason was provided (15%). There are no significant differences by gender or membership in a equality-seeking community here.
- ◆ Among those who were provided a reason for the refusal, most were disqualified on financial grounds or simply did not meet the requirements.
- ◆ Six-in-ten respondents (61%) report that they were employed for pay at some point while they were attending law school.
 - Those who reported being in debt at the time they entered law school (69%) are more likely than those who arrived debt free (56%) to report being employed for pay at some point while attending law school, as are those who incurred debt during law school (63%) as compared to those who incurred no debt in law school (52%).

Sources Used to Pay for Law School Education

	n=	Total Sample			
		Major Source	Moderate Source	NET	Not Used
		1303	1303	1303	1303
		%	%	%	%
Your own savings		27	47	73	26
Income from your own employment		32	50	82	17
Spouse or partner's income/savings		9	11	19	80
Family members' income/savings		29	22	51	48
OSAP loan		35	17	51	48
Other government loan(s)		13	6	19	80
Bank loan(s)		45	14	58	41
Credit card(s)		9	31	40	59
Private loan from family/friends		10	14	24	75
Any other type(s) of loans		1	3	4	95
Law school bursaries or scholarships		16	43	59	40
Non-law school scholarship(s)/bursary		3	11	15	84
Band funding for First Nations students		1	<1	1	98
Government scholarships and/or bursaries program for Aboriginal students		<1	1	1	98
Corporate or private scholarship program for Aboriginal students		<1	<1	<1	98
Other sources		2	1	3	51
None		3	10	<1	-

Q.31 Which of the following sources did you use to pay for your law school education?

Base: All respondents

Loans and Bursaries

	n=	Total Sample
		%
Loans or bursaries applied for but were refused?		n = 1303
Yes		35
No		65
Reason for refusal		n = 450
Did not meet requirements/ criteria/ did not qualify		19
Did not demonstrate sufficient financial need		12
Family/ household income too high		11
Previous year/ prior employment income too high/ made too much money		10
Deemed to have financial support from elsewhere		6
Too many assets/ owned-home/ car/ RRSPs		6
Poor academic standing/ record		5
Already had too much debt		4
No co-signer		3
Not enough funding		3
Newcomer/ immigrant/ residency issues		2
All other mentions (equal to or less than 1%)		4
None/ No answer/ Don't know		28

Q.26 Are there any loans or bursaries that you applied for but were refused?

Base: All respondents

Q.27 If you were refused a loan or bursary and reasons for the refusal were provided please outline those reasons.

Base: Among those who applied for loans and bursaries and were refused

Debt at the Beginning of Law School

- ◆ Student debt was examined across a number of dimensions. The first of these was the extent of indebtedness at the beginning of law school.
- ◆ Just over six-in-ten students (62%) began law school with no debt. There are no differences by gender (63% among men and 61% among women) or membership in an equality-seeking community (61% among members of an equality-seeking community and 63% among those who did not report membership in an equality-seeking community).
- ◆ The average amount of debt outstanding upon entry to law school was just under \$26,500. Breaking this down:
 - OSAP loans, at 42% of total reported debt, represent the single largest share of debt. About one-in-five (21%) respondents had outstanding obligations to OSAP. The average amount of OSAP debt was just over \$20,000.
 - Bank loans, at 17% of total reported debt, represent the next largest share of debt. One-in-ten respondents (11%) entered law school with outstanding bank loans. The average amount of bank debt was slightly over \$16,000.
 - “Other types of loans” represent the third largest share at 15% of the total debt reported. Interestingly, this significant share of total student indebtedness was held by just 3% of students. It ranks third for share of total debt because the average amount of this debt among those who reported it was just over \$56,000, by a significant margin the highest average for any type of debt.
 - Government loans other than OSAP represent 11% of the total debt reported. This type of debt was reported by 7% of respondents, and the average amount was just over \$17,500.
 - Credit card debt represents 7% of the total debt reported. Credit card debt was reported by 14% of respondents, with the average amount of indebtedness being just over \$5100.
 - Outstanding private loans from family or friends represent 7% of the total debt reported. Private loans were reported by 5% of respondents, with the average amount of indebtedness being just under \$14,500.

Debt at the Beginning of Law School

	n=	Total Sample
		1303
		%
I had no debt when I began law school		62
Mean Amount of Debt *		(\$)
Mean Total Debt		26,482
OSAP loan		20,008
Other government loans		17,558
Bank loans		16,073
Credit cards		5,106
Private loan from family/ friends		14,385
Any other type of loans		56,242

Q.24 What was the extent of your debt, if any, when you began law school? (Include any personal debt, such as loans, lines of credit, credit card, etc, and estimate the amount)

Base: All respondents

* Mean (debtor) = Total debt/debt owners

Debt Incurred During Law School

- ◆ Although 62% of respondents entered law school debt free, just 22% of respondents report that they incurred no debt during law school to allow them to complete their law school education. Thus over three-quarters of respondents incurred at least some debt in order to complete their law school studies.
 - The differences in the proportions of men (20%) and women (23%), and members of equality-seeking communities (24%) and non-members (20%) who incurred no debt during law school are not significant.
- ◆ Among those who incurred debt during law school, the average amount reported was \$45,246.
- ◆ There is virtually no difference between the total amount of debt reported by men on average (\$45,251) and the amount of debt reported by women on average (\$45,242).
- ◆ The amount of debt reported by members of equality-seeking communities on average (\$43,006) is slightly lower than the total amount of debt reported by those who are not members of an equality-seeking community on average (\$46,583).
- ◆ At 47%, bank loans represent the largest share of total debt incurred during law school. Just over one-half (52%) of students report having taken out a bank loan, with average bank indebtedness being \$31,828.
 - Men (55%) are directionally more likely than women (50%) to report having taken out a bank loan to support their law school studies. Among those who reported a bank loan, the average total indebtedness among men (\$32,274) was just very slightly higher than the average among women (\$31,438).
 - Members of equality-seeking communities (46%) are significantly less likely than non-members (56%) to report a bank loan. However, among those in each group who did take out a bank loan, the average total indebtedness among members of equality-seeking communities (\$30,220) is slightly less than that among those who did not report membership in an equality-seeking community (\$32,647).

Debt Incurred During Law School

- ◆ OSAP loans represent the next largest share of total debt incurred at 26%. About half (49%) of respondents report having received money from OSAP during law school. Average indebtedness to OSAP among those who received a loan from that source was \$18,927.
 - Men (49%) and women (49%) are equally likely to have incurred OSAP debt during law school. On average, among those who incurred it, total OSAP debt among men was \$18,690, while among women it was \$19,119.
 - As with gender, there is no significant difference between members of equality-seeking communities (47%) and non-members (50%) in the proportions who incurred OSAP debt. On average, among those who incurred it, total OSAP debt was slightly higher among members of equality-seeking communities (\$20,277) than it was among those who are not (\$18,146).
- ◆ “Other government loans” represent a 10% share of total indebtedness incurred during law school. At 15%, the proportion of students who had recourse to “other government loans” is substantially lower than the proportions who had recourse to bank loans and OSAP. The average amount of indebtedness for “other government loans” is \$23,510.
 - Once again, men (15%) and women (14%) are equally likely to have incurred this type of debt. On average, among those who incurred it, total debt for “other government loans” was slightly lower among men (\$22,362) than it was among women (\$24,479).
 - There is no difference in the proportions of members of equality-seeking communities (15%) and those who are not (14%) who report having had recourse to “other government loans”. On average, among those who reported this type of debt, total debt for members of equality-seeking communities (\$21,453) was somewhat lower than total debt among those who are not members of an equality-seeking community (\$24,822).
- ◆ Private loans from family or friends represent a 9% share of total indebtedness incurred during law school. Private loans are reported by 17% of respondents, with average indebtedness of \$18,280.
 - Men (17%) and women (18%) report this type of debt in essentially equal proportions. On average, among those who received a loan from family or friends, total debt among men (\$20,040) is higher than it is among women (\$16,945).
 - Members of equality-seeking communities (20%) are significantly more likely than those who are not members of an equality-seeking community (15%) to report a private loan of this nature. However, among those who did, the average amount is lower among members of an equality-seeking community (\$16,030) than it is among those who are not members of an equality-seeking community (\$20,146).

Debt Incurred During Law School

- ◆ Credit card debt represents a 5% share of total indebtedness reported. About one-quarter (24%) of respondents reported incurring credit card debt, with average debt of \$7,581.
 - There is a significant difference here by gender, with women (26%) more likely than men (21%) to report incurring credit card debt. However, notwithstanding the higher incidence of credit card debt among women, total average credit card debt among those who incurred it is actually slightly lower among women (\$7,443) than it is among men (\$7,797).
 - Members of an equality-seeking community (23%) and those who are not members of an equality-seeking community (25%) report incurring credit card debt in roughly equal proportions. However, on average among those who reported it, total credit card indebtedness among members of an equality-seeking community (\$9,100) is substantially higher than the total reported by those who are not members of an equality-seeking community (\$6,710).

- ◆ “Any other type of loans” represents the remaining 3% share of total indebtedness. Once again, the proportion of respondents reporting this type of debt is low (5%), although average debt is \$20,542.
 - Women (6%) are directionally more likely than men (4%) to report “any other types of loans”. On average, among those who reported this type of debt, women (\$21,102) also report a slightly higher total debt than do men (\$19,583).
 - There is no difference between members of an equality-seeking community (5%) and those who are not members of an equality-seeking community (5%) in reporting this type of debt. However, on average among those who do report it, total debt among non-members of an equality-seeking community (\$23,480) is nearly 50% higher than it is among members of an equality-seeking community (\$15,840).

Debt Incurred During Law School

	n=	Total Sample
		1303
		%
I had no debt when I began law school		22
Amount of Debt		(\$)
Mean* Total Debt		45,246
OSAP loan		18,927
Other government loans		23,510
Bank loans		31,828
Credit cards		7,581
Private loan from family/ friends		18,280
Any other type of loans		20,542

Q.25 What was the extent of the debt, if any, that you incurred during law school to allow you to complete your law school education? (Include any personal debt, such as loans, lines of credit, credit card etc. and estimate the amount)

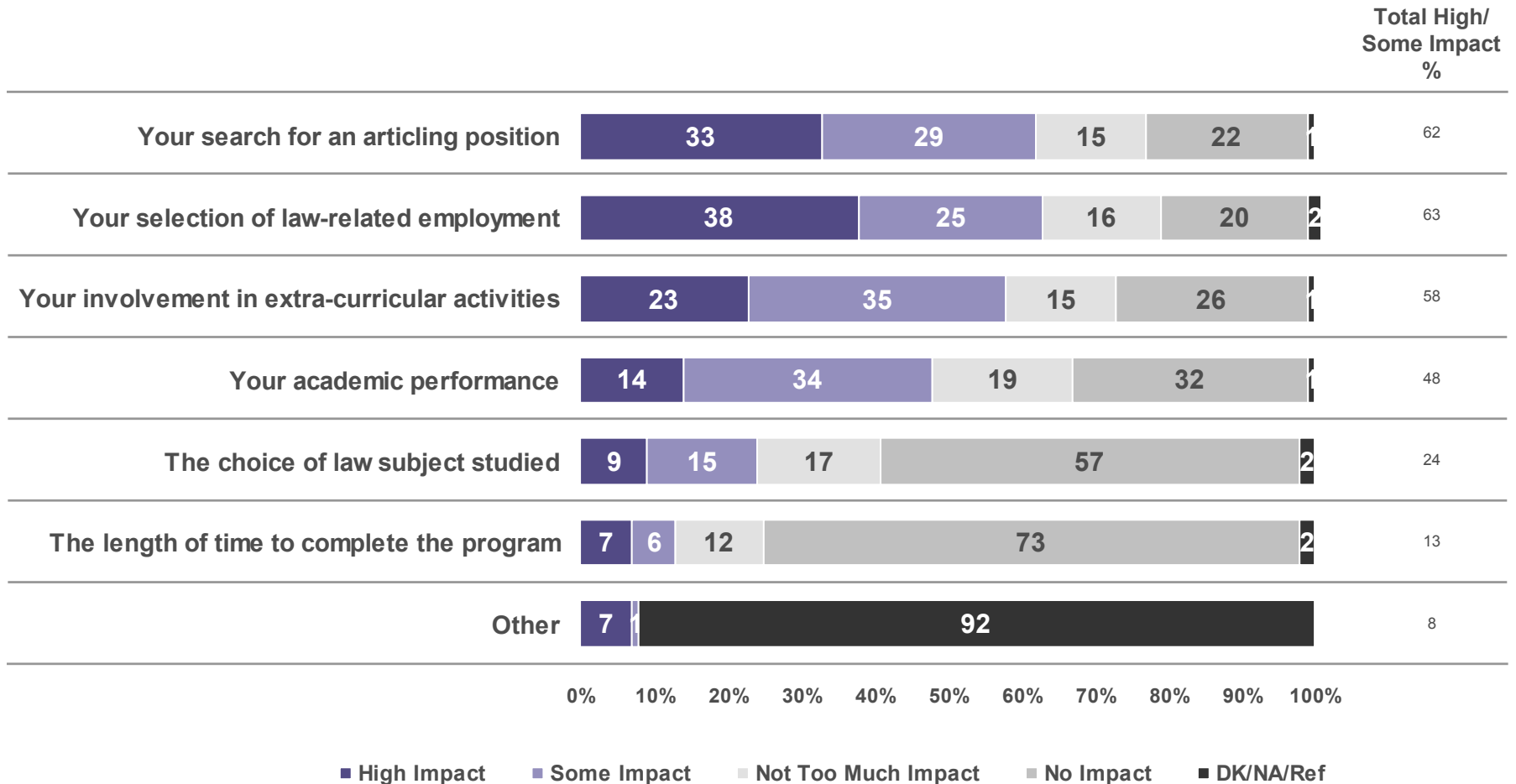
Base: All respondents

* Mean (debtor) = Total debt/ debt owners

Impact of Debt

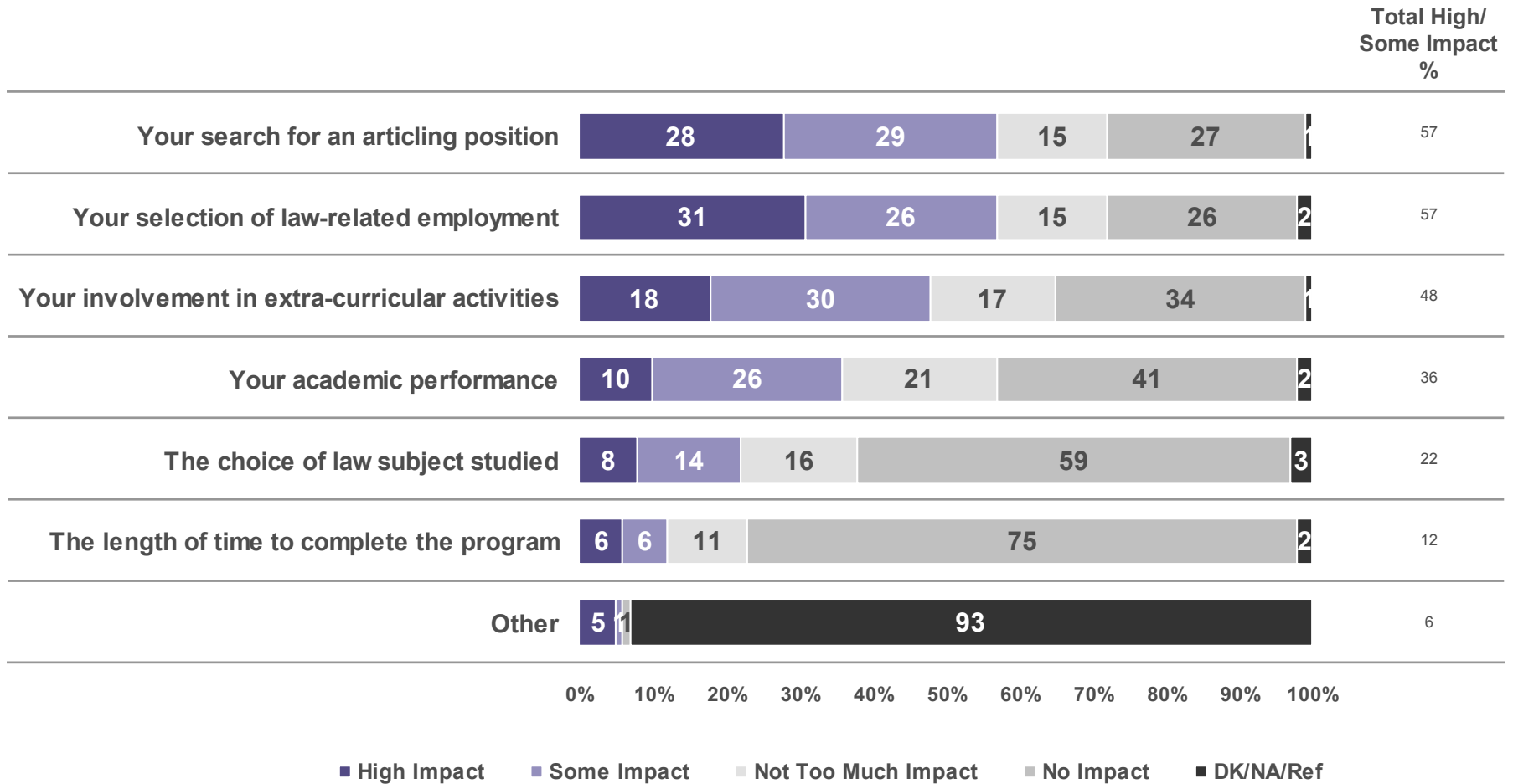
- ◆ Both those who entered law school in debt and those who incurred debt during law school say that debt had some degree of negative impact on various aspects of the law school experience and their search for an articling position and post-call employment.
- ◆ Among both groups of respondents, the greatest impact was on the search for employment:
 - 38% of those who entered law school in debt, and 31% of those who incurred debt during law school, indicate that the debt had a high impact on the search for law-related employment.
 - Similarly, 33% and 28%, respectively, say that the debt had a high impact on the search for an articling position.
- ◆ Debt also negatively impacted involvement in extra-curricular activities and academic performance:
 - 23% of those who entered law school in debt, and 18% of those who incurred debt during law school say that debt had a high impact on involvement in these activities.
 - Although less pronounced, 14% and 10%, respectively, suggest that debt had a high negative impact on academic performance.
- ◆ Debt carried after law school also exerts an influence on career choices, with 25% of respondents saying that it affected those choices to a significant degree. Among those who found debt to exert an influence on career choices, nearly three-quarters (73%) report that the principal effect was to put a premium on remuneration in some way:
 - About half (49%) refer expressly to looking for high paying jobs, while a further one-quarter (24%) saying that a job that would help pay down debt was necessary.
 - For some (10%), this meant that pro bono/Legal Aids jobs were foreclosed or pressure to take a type of job ranking lower among their preferences than would otherwise have been the case.

Impact of Debt (Entered Law School In Debt)



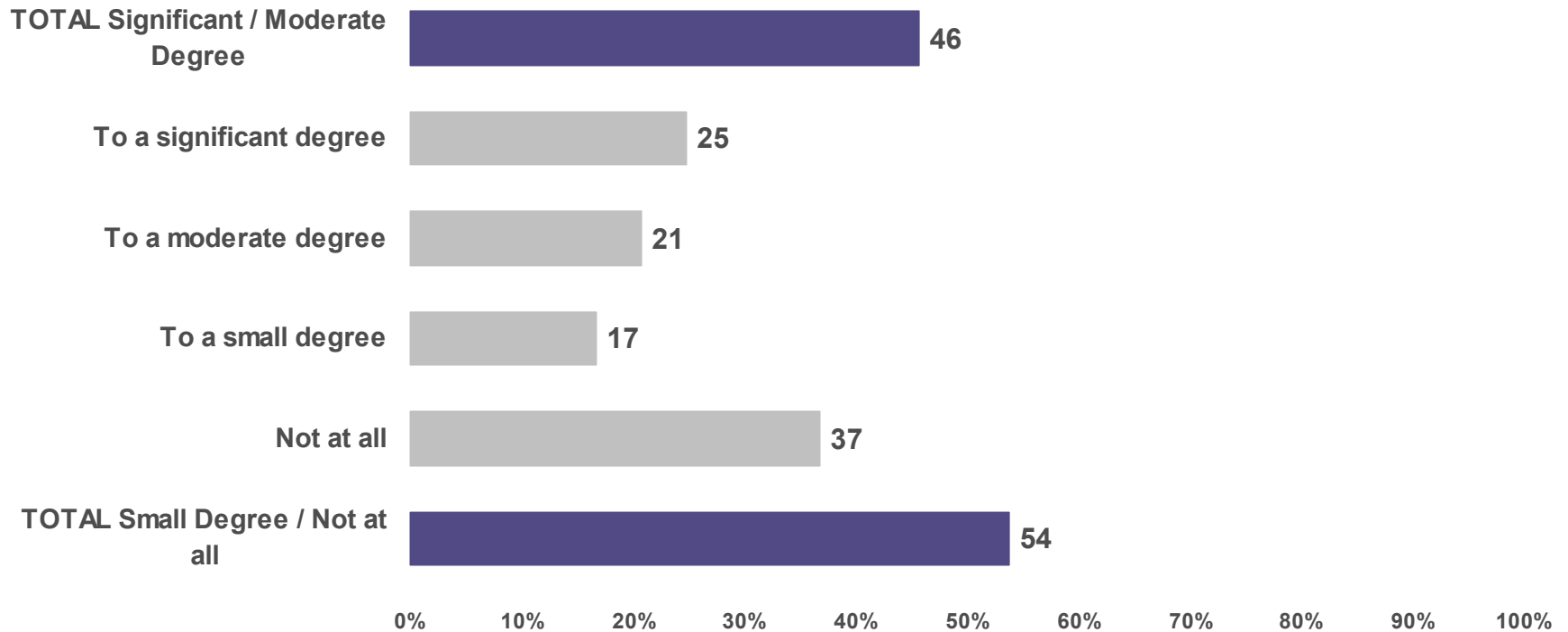
Q.28 To what extent, if at all, did the debt that you were carrying during your law school studies have a negative impact on any of the following?
 Base: Respondents who entered law school with debt (n=496)

Impact of Debt (Incurred Debt During Law School)



Q.28 To what extent, if at all, did the debt that you were carrying during your law school studies have a negative impact on any of the following?
 Base: Respondents who incurred debt during law school (n=1017)

Influence of Debt on Career Choices



Q.29 To what degree, if at all, did the debt you were carrying after leaving law school influence your career choices?
Base: All respondents (n=1303)

Effect of Debt on Career Choices

	n=	Total Sample
		817
		%
Look for high paying/ high salary/ high remuneration jobs		49
Needed a job that helped me pay down my debt		24
Could not chose pro bono/ legal aid/ unpaid/ internship positions		10
Had to seek out job in large corporate/ commercial firm/ Bay street firm		9
Need a job right away/ accept any position that is offered		9
Accept a job that may not have been first choice in area of interest		8
Unable to practice in preferred location/ had to relocate		7
Unable to seek out jobs in the public sector		6
Seek out position with job security/ stable employment		5
Seek out less interesting but more lucrative positions		3
Unable to pursue further education/ academia		3
Limited choices/ unable to be choosy over job		3
Had to seek out jobs in private sector		2
Unable to chose to be a sole proprietor		2
All other mentions (equal to or less than 1%)		3
None/ No answer/ Don't know		5

Q.30 Please describe how that debt affected your career choices?

Base: Among those whose debt affected career choices

Addressing Student Debt Load

- ◆ Awareness of programs to address student debt load appears somewhat limited, as just less than half of respondents (48%) were aware of such programs being available at the law school they attended. Overall, there is no statistical difference in awareness between men (50%) and women (46%). However:
 - Members of equality seeking groups (43%) are significantly less likely than non-equality seekers to (51%) to report being unaware of these programs.
 - However, both those who entered law school in debt (55%, compared to 44% among those who entered debt free), and those who incurred debt while in law school (54% compared to 25% among the small minority who did not incur debt during law school) report significantly higher levels of awareness of these programs. Presumably, this is because they had need of such programs and took steps to learn what was available.
- ◆ Among those aware, just over half (54%) have used the program, 28% were not eligible for it, and 18% simply did not use it.
- ◆ Among those who used the program, over half (52%) report that less than 20% of their debt was relieved, and the greatest proportion (36%) report that less than 10% of their debt was relieved.
- ◆ Fully 30% do not know how much of their debt was relieved.
- ◆ Among those who applied for relief under the program but were refused, the most frequently mentioned reasons are that in some way their need was not sufficient. Over half (55%) say that the reason was that their income was too high (28%) or that they had assets (10%), that their parents' income was too high (12%), or that their spouse or partner's income was too high (5%). For 13% the reason was that they did not have enough debt, and for a further 5% that they did not qualify for OSAP (suggesting that this is a precondition for some debt relief programs).
- ◆ Among the 18% who knew about the program and simply chose not to use it, the principal reason was that either they had no debt or had insufficient debt to warrant applying (41%). A further 31% either knew they weren't eligible (19%) or thought they wouldn't be (12%).

Awareness and Use of Programs to Address Student Debt Load in Law Schools

	Total Sample
	%
Law school have program to address student debt loads?	n = 1303
Yes	48
No	14
Not sure	38
Used program?	n = 625
Yes	54
No	18
Was not eligible	28

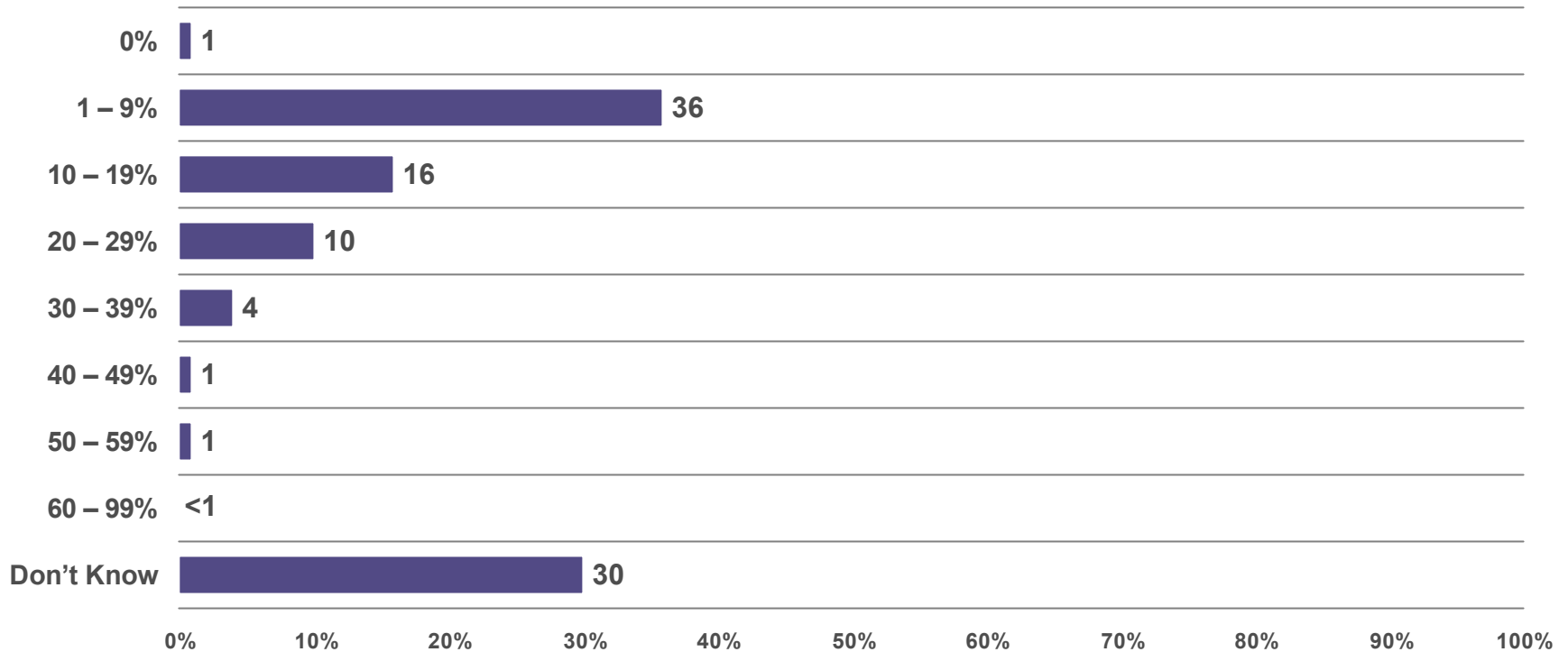
Q.32 Did the law school (s) that you attended have either a formal or informal program, such as tuition forgiveness, debt relief or bursaries, to address student debt loads?

Base: All respondents

Q.33 Have you used that program?

Base: Respondents aware of either a formal or informal program to address student debt load at the law school they attended.

Percentage of Overall Debt Relieved



Q.33 Have you used that program? If yes, please indicate how much of your debt was relieved and what percentage of your overall debt that represented.

Base: Respondents who have used the program (n=337)

Reasons For Not Using the Program

	n=	Total Sample
		111
		%
No debt/ Not needed		41
Not eligible		19
I didn't believe I was eligible		12
Others needed it more		8
Not enough provided/ Not worth the trouble		6
Unaware of programs/ my eligibility for programs		5
Refused/ Applied but was unsuccessful		4
Other		11
Don't know/ Can't recall		3
No answer		4

Q.33 Have you used that program? If no, please explain why you have not used the program.

Base: Among non-users of the program

Reasons Why Not Eligible For Program

	n=	Total Sample
		177
		%
I earn too much/ my income too high		28
Did not meet criteria/ not eligible		14
Not enough debt		13
Parents' income too high		12
I had assets (e.g., RRSP, savings, car)		10
Partner's/ spouse's income too high		5
I did not qualify for OSAP		5
I had a bank loan		3
NCA/ Out of province/ Foreign student		3
Other		10
Don't know		4

Q.33 Have you used that program? If not eligible, please explain why you were not eligible.

Base: Among those who are not eligible to use the program