



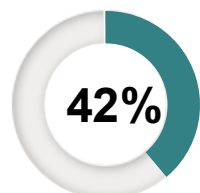
NOVA SCOTIA  
BARRISTERS' SOCIETY

# Articling Program Assessment

Full Report

*August 26, 2024*

## Lawyer Competence



*felt somewhat / not very prepared for entry-level practice after completing articling*

### Key Reasons for Lack of Confidence Cited by New Lawyers



#### TRAINING CONTENT & QUALITY

Areas of weaker training:

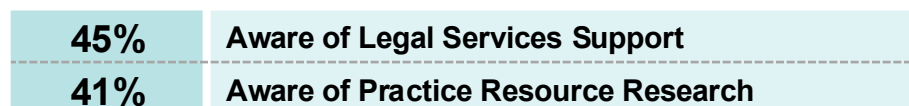
- Client relationship management
- Practice management
- Conducting matters
- Dispute resolution



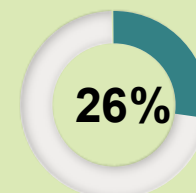
#### QUALITY OF MENTORSHIP



*There is opportunity to improve awareness of resources available through the NSBS.*



## Equity, Diversity, and Inclusion



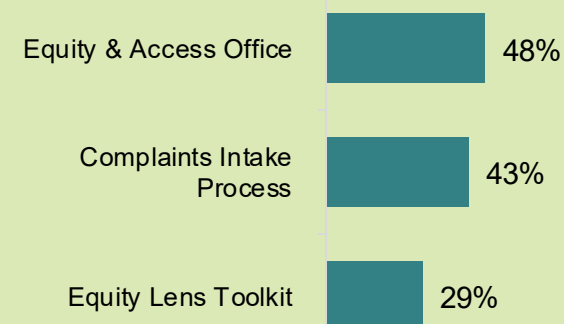
*experienced discrimination and/or harassment during recruitment and/or articling*



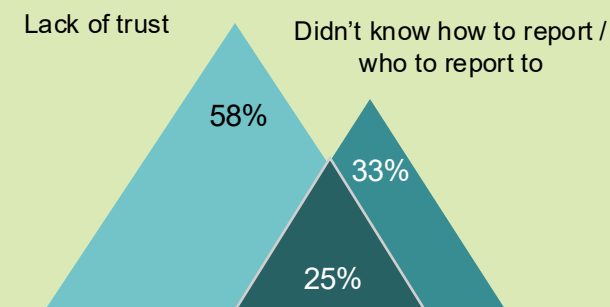
*two-thirds of those who experienced discrimination and/or harassment chose not to report the incident(s)*

*Less than half are aware of resources to address discrimination and harassment, with 1 in 3 citing unfamiliarity with the reporting process as a key barrier.*

### Awareness of Resources (% aware)



### Main Barriers to Reporting (% selected)





# HIGHLIGHTS OF ARTICLING CLERKS' EXPERIENCES



## Methodology Highlights



### **15-MINUTE**

online surveys  
(May 9 – June 20, 2024)



### **COMPLETED BY 69**

current articling clerks and those who  
completed articling within the past 5  
years

*Response rate: 19%*



### **COMPLETED BY 19**

principals, recruiters  
and non-principal mentors

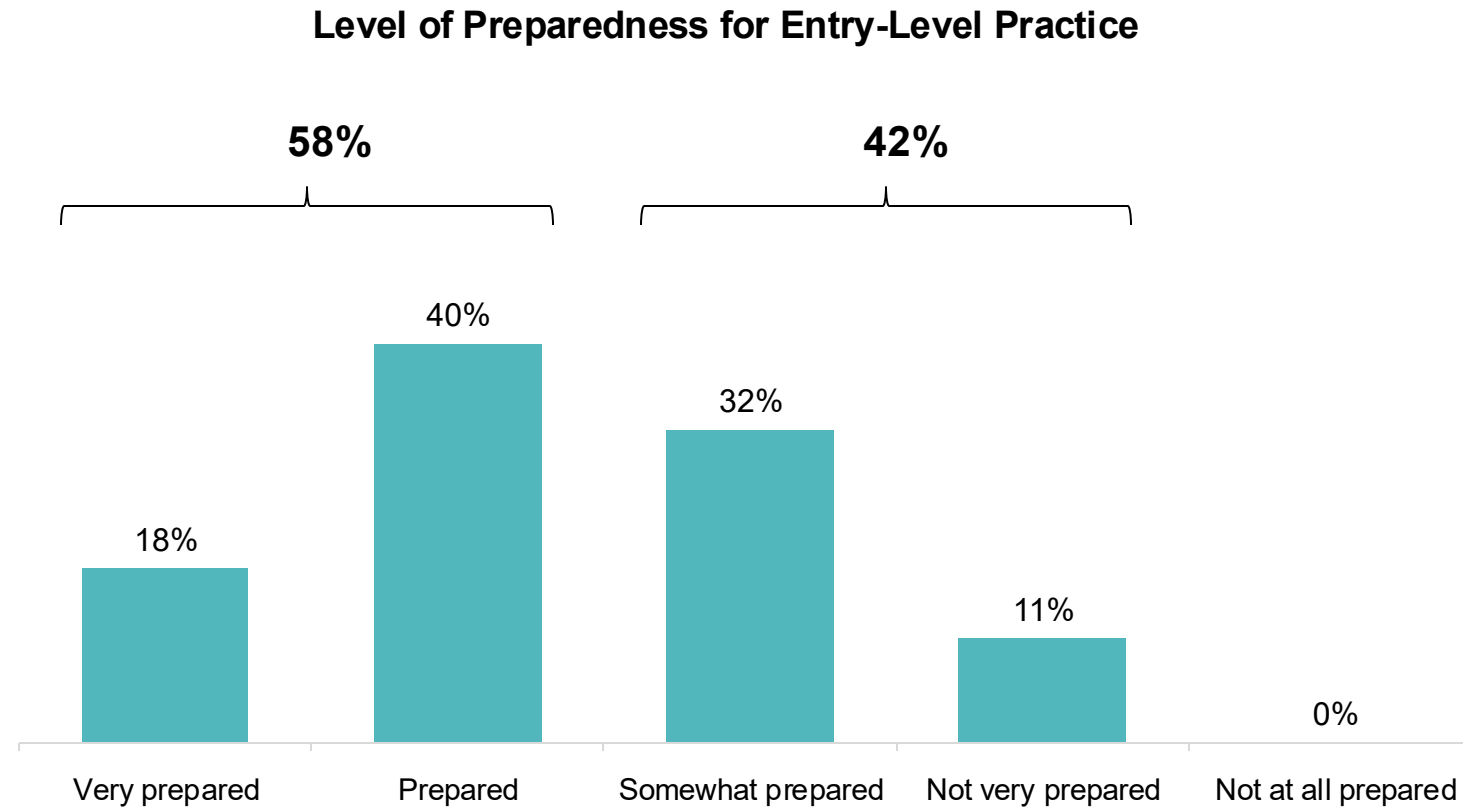
*Response rate cannot be estimated as the role of  
mentor is not tracked by the NSBS*



# LAWYER COMPETENCE



**Two-in-five lack confidence in their readiness for entry-level practice after completion of their articling.**



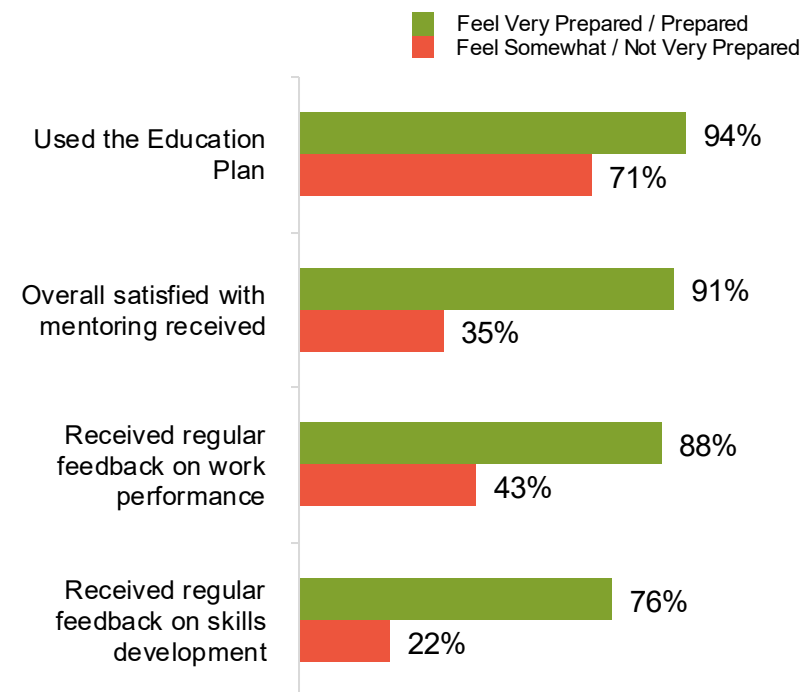


**The main reasons for the lack of confidence include inadequate training, especially in practice and client relationship management, and ineffective mentorship. Those who felt somewhat / not very prepared are less likely to have used the Education Plan or received regular feedback.**

**Reasons for Feeling Somewhat / Not Very Prepared for  
the Entry-Level Practice**  
*(clerks' open-ended responses coded)*

|            |                                                                                                          |
|------------|----------------------------------------------------------------------------------------------------------|
| <b>45%</b> | <b>Lack of / inadequate training</b><br>(mostly in practice management & client relationship management) |
| <b>36%</b> | <b>Lack of / ineffective mentorship</b>                                                                  |
| <b>18%</b> | <b>Exposure to a narrow range of responsibilities / areas</b>                                            |
| <b>14%</b> | <b>Workload challenges</b>                                                                               |
| <b>9%</b>  | <b>Negative impact of COVID-19</b>                                                                       |

**Summary of Potential Contributing Factors to Stated  
Level of Preparedness**

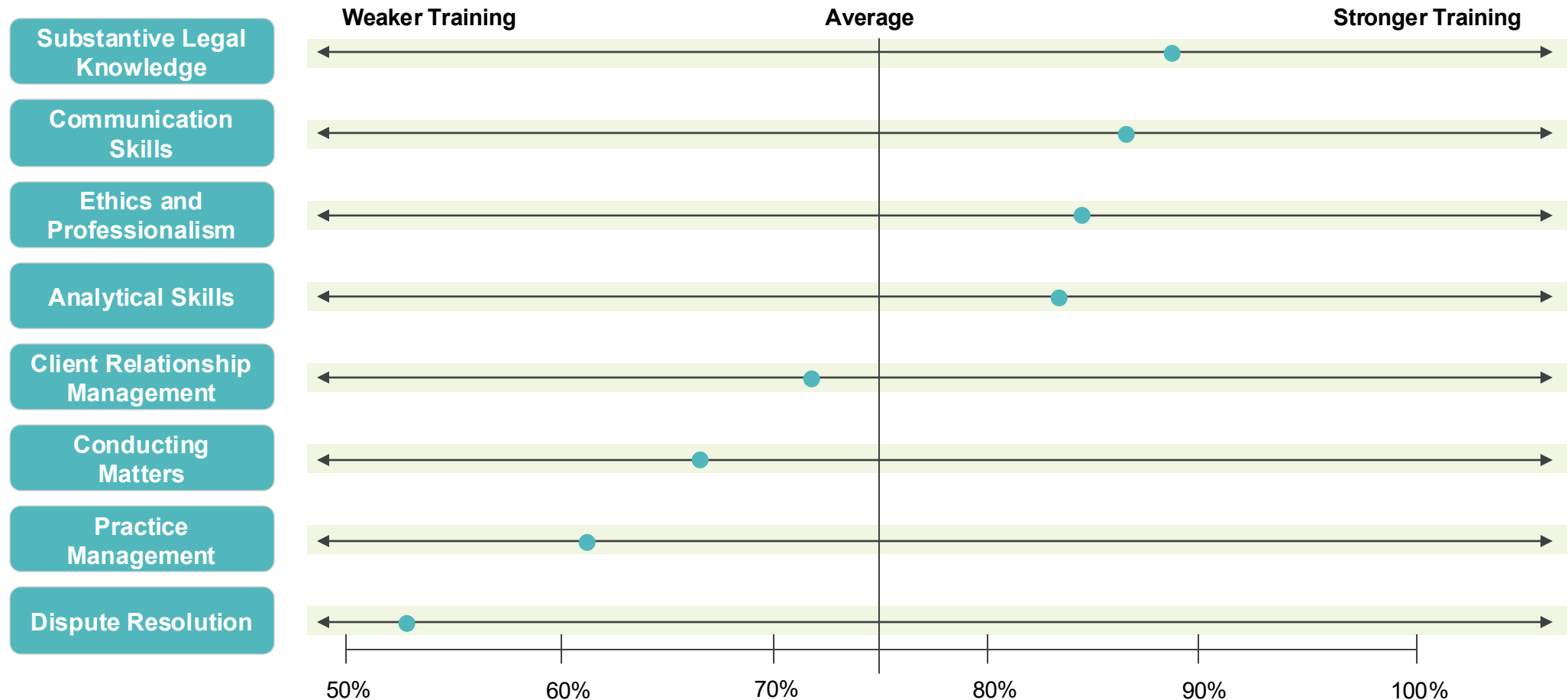




**Client relationship management, conducting matters, practice management, and dispute resolution are perceived as weaker areas of training.**

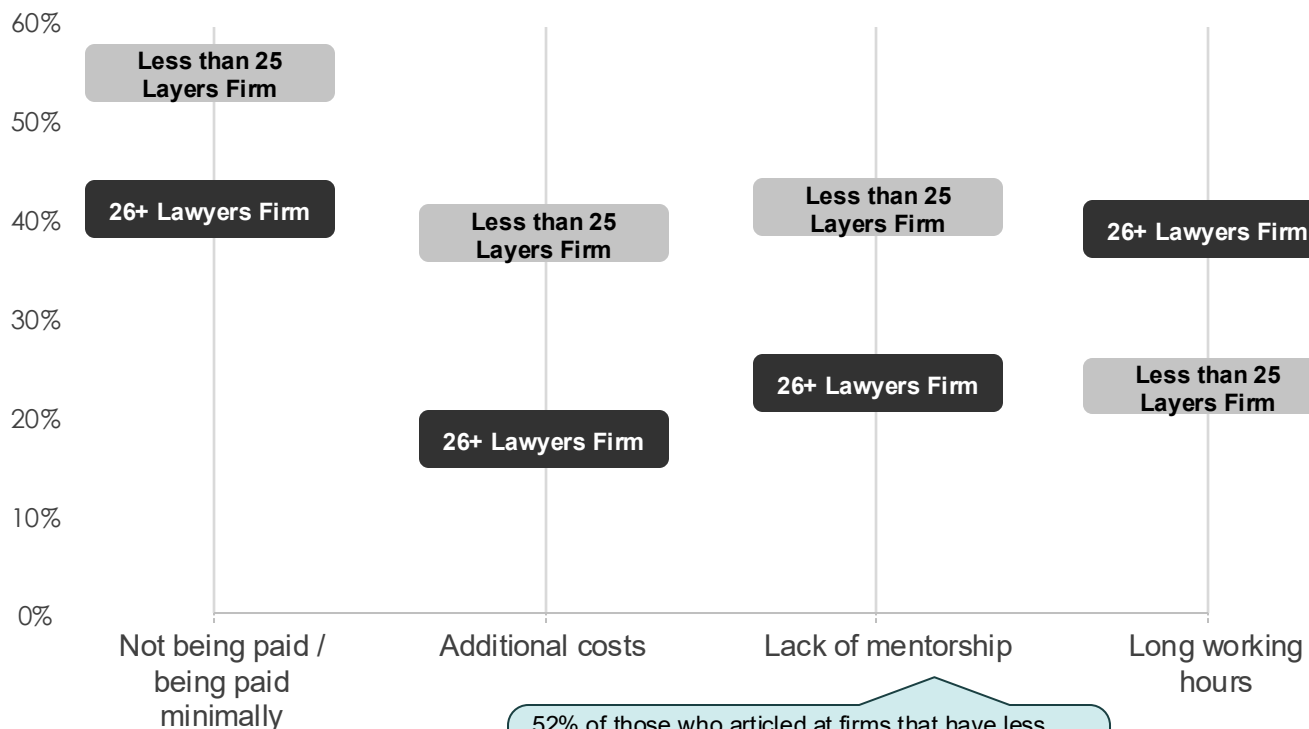
**Agreement That Articling Provided Adequate Training by Area**

(Strongly agree + Agree)

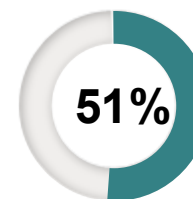


**Articling experiences and challenges differ by practice setting. Lack of mentorship, low compensation, and additional costs were commonly cited by clerks at firms that have less than 25 lawyers, while clerks at bigger firms often struggle with long working hours more.**

**Challenges of Being an Articling Clerk**  
(% selected)



52% of those who articulated at firms that have less than 25 lawyers felt somewhat / not very prepared for practice (vs. 35% among those who articulated at medium/big firms)



**Key Challenge:**

- managing workload
- not being paid or being paid minimally

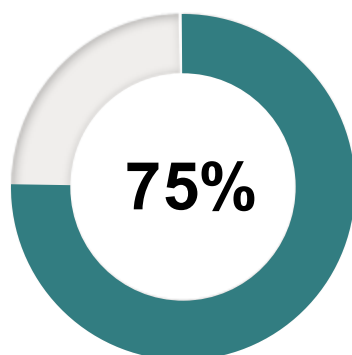
**Summary of Workload, Compensation, and Satisfaction**

|                                              | Law Firm<br>(2-25 lawyers)<br><i>n</i> =29 | Law Firm<br>(26+ lawyers)<br><i>n</i> =24 |
|----------------------------------------------|--------------------------------------------|-------------------------------------------|
| Weekly Workload<br>(average)                 | 45 hours                                   | 46 hours                                  |
| Annual Compensation<br>(average)             | \$39,638                                   | \$53,188                                  |
| Satisfaction<br>(Very satisfied + satisfied) | 60%                                        | 65%                                       |



**Increasing awareness of the resources provided by the NSBS, particularly the Legal Services Support and Practice Resource Search, can potentially help clerks better prepare for entry-level practice.**

**Awareness of the Lawyers' Assistance Program**



**of articling clerks and those who  
completed articling in the past 5  
years are aware**

**Awareness of Resources Available through the NSBS**

**Barristers' Library**



**81%**

**Legal Services Support**



**45%**

**Practice Resource Search**

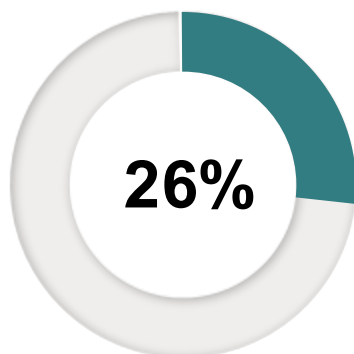


**41%**



# EQUITY, DIVERSITY, AND INCLUSION

**A quarter encountered discrimination and/or harassment during recruitment and/or articling. Those who faced these challenges are more likely to be female, part of equity-deserving groups, and have received education outside of Canada.**



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

### Discrimination and/or Harassment During Recruitment and/or Articling

|                                                                                                                                |                                  | Experienced | Did NOT Experience |
|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------|--------------------|
|                                                                                                                                |                                  | <i>n=18</i> | <i>n=51</i>        |
|  <b>Belonging to Equity-Deserving Groups</b> | 2SLGBTQIA+                       | 33%         | 24%                |
|                                                                                                                                | Indigenous                       | 11%         | 2%                 |
|                                                                                                                                | Racialized                       | 6%          | 2%                 |
|                                                                                                                                | African Nova Scotian             | 6%          | 2%                 |
|                                                                                                                                | Don't identify with any of these | 50%         | 63%                |
|  <b>Gender</b>                              | Female                           | 89%         | 53%                |
|                                                                                                                                | Male                             | 6%          | 39%                |
|                                                                                                                                | Transgender                      | 6%          | 0%                 |
|  <b>Education</b>                          | Outside of Canada                | 17%         | 10%                |
|                                                                                                                                | In Canada                        | 83%         | 90%                |

**Women and equity-deserving groups were less likely to be offered a position at the firm/organization at which they articulated. Women also had less confidence in their level of preparedness for entry-level practice.**

Articling Experience Summary by Subgroup

|                                                            | Women         | Men           | Equity-Deserving Group | NOT an Equity-Deserving Group |
|------------------------------------------------------------|---------------|---------------|------------------------|-------------------------------|
| <i>n=</i>                                                  | 43            | 21            | 28                     | 41                            |
| <b>Experienced discrimination and / or harassment</b>      | 37%           | 5%            | 32%                    | 22%                           |
| <b>Compensation</b><br>(Average annual salary)             | \$44,443      | \$47,125      | \$44,682               | \$45,282                      |
| <b>Workload</b><br>(Average hours)                         | 44 hrs / week | 43 hrs / week | 44 hrs / week          | 44 hrs / week                 |
| <i>n=</i>                                                  | 35            | 18            | 21                     | 36                            |
| <b>Level of preparedness</b><br>(Very prepared + prepared) | 51%           | 67%           | 57%                    | 58%                           |
| <b>Were offered a position where articling was done</b>    | 80%           | 89%           | 71%                    | 92%                           |

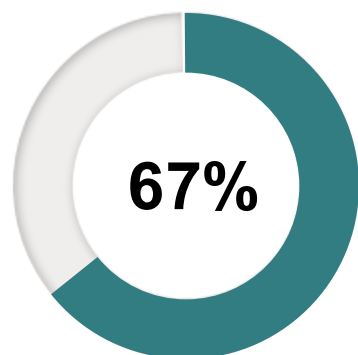
Some of the differences shown may be attributed to various factors. For example, women were less likely to articulate:

- in law firms that have 26+ lawyers than men (30% women vs. 43% men)
- in large urban centres (44% women vs. 67% men)

Moreover, there is a notable overlap of women and equity-deserving groups in the sample: 42% of women indicated they also belong to an equity-deserving group (versus 24% among men)



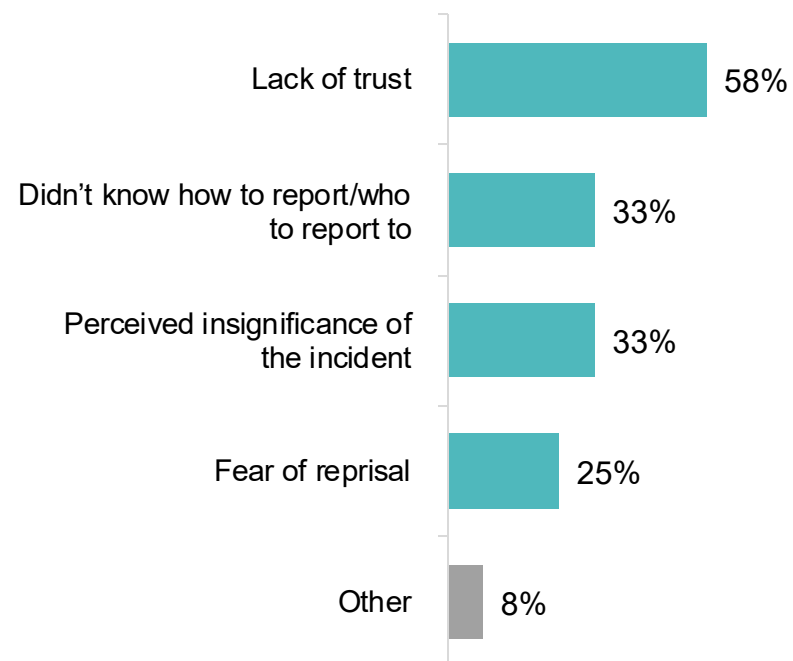
**Two-thirds of those who experienced discrimination and/or harassment opted not to report it due to lack of trust, unfamiliarity with the reporting process, perceived insignificance of the incident, and fear of reprisal.**



**of those who experienced  
discrimination and/or  
harassment did NOT report  
the incident(s) to any body**  
*(i.e., the firm, the NSBS, Provincial  
Human Rights Commission, or another  
administrative body)*



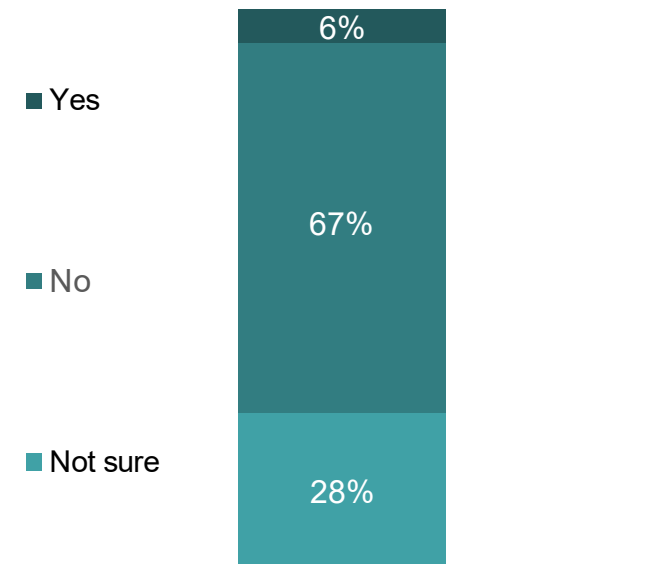
**Reasons for NOT Reporting Experiences  
of Discrimination and/or Harassment**



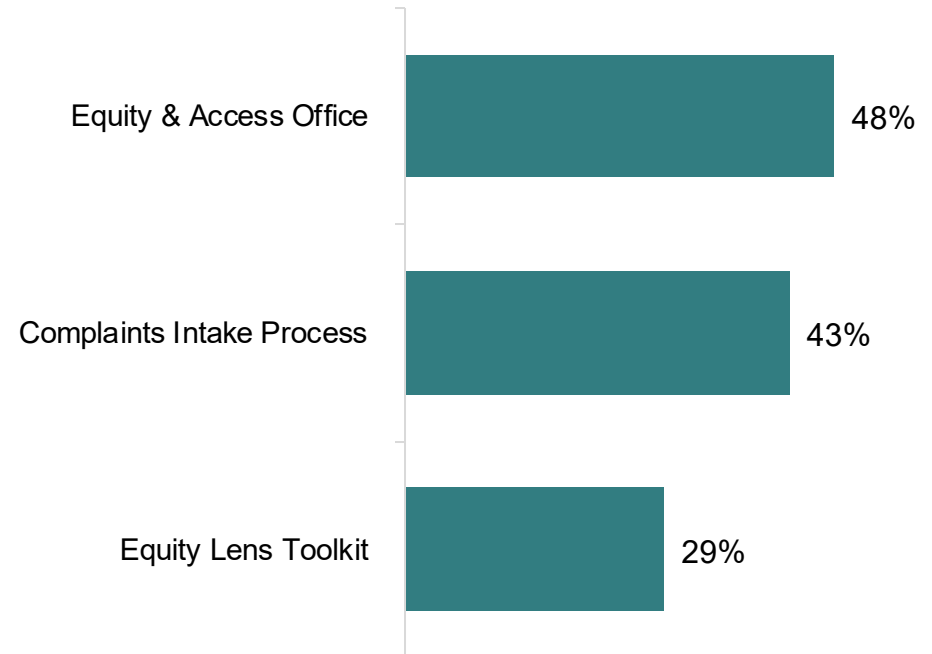


**Only 6% of those who experienced discrimination and/or harassment felt resources were available to address these issues. When given a list of current resources, less than half acknowledged awareness of at least one, which highlights an opportunity for improvement.**

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



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



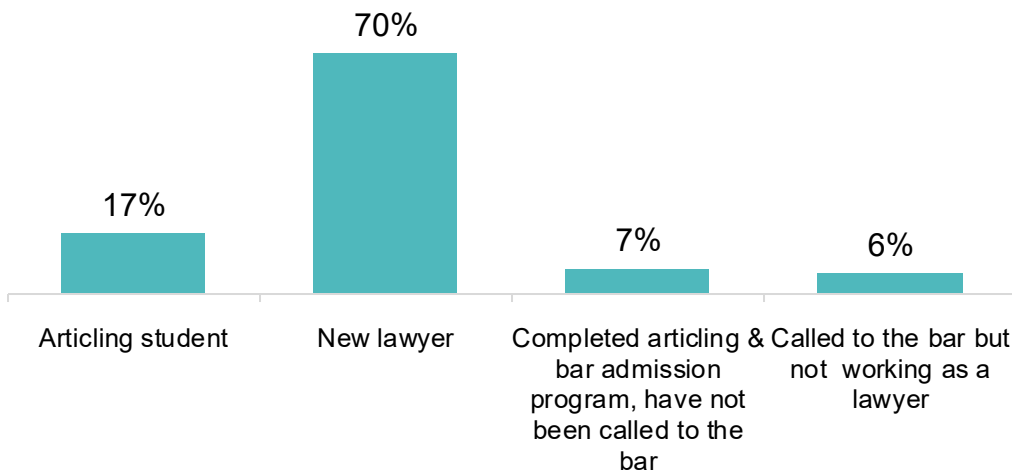


# DETAILED FINDINGS

## Most of the respondents were practising lawyers who completed articling in the past 5 years and principals.

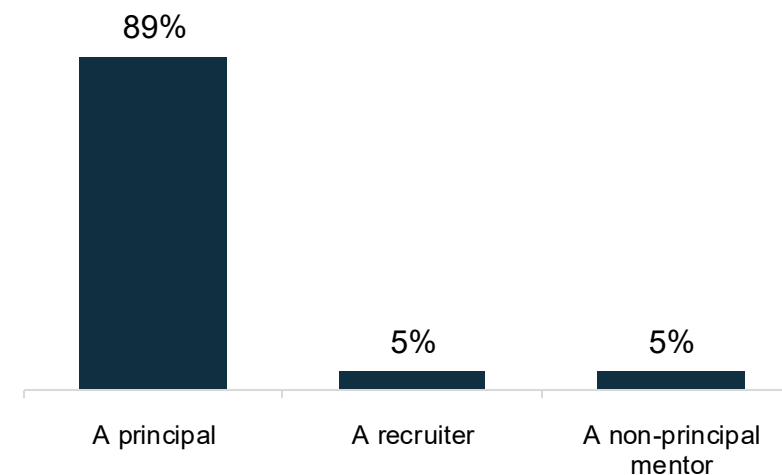
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*How would you best characterize yourself in the profession?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

*In the last five years, have you been involved in any of the following roles with articling students?*  
(n=19)

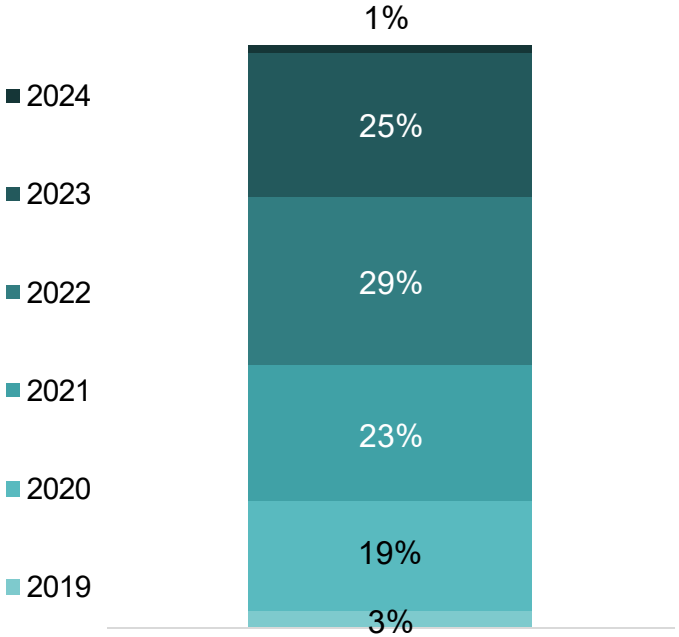




The majority of clerk survey respondents began their articling between 2020 and 2023. The survey was completed by principals, recruiters, and mentors with varying levels of experience.

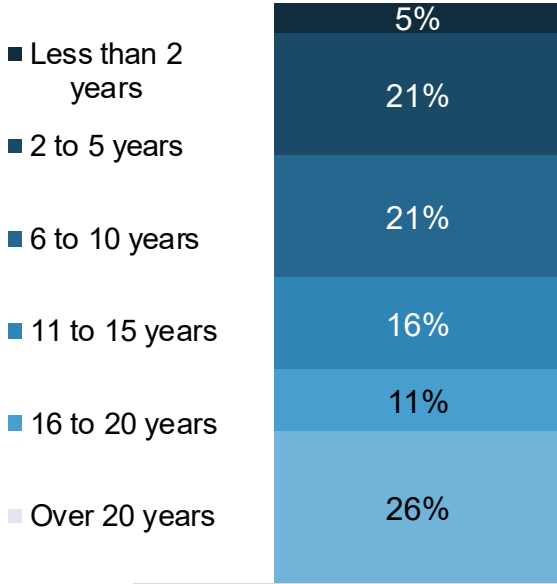
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*In which year did you start articling?*  
(n=69)



**Principals, Recruiters, and Non-Principal Mentors**

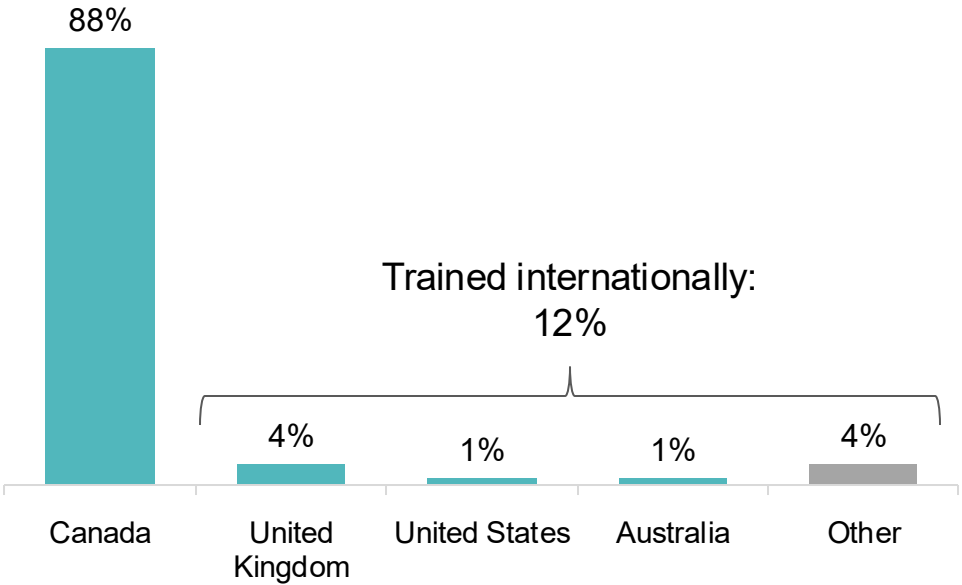
*How many years have you been recruiting, mentoring and/or supervising articling students?*  
(n=19)



Two out of five principals, recruiters and mentors state that their firms have hired internationally trained students, citing a lack of applications as the main barrier to hiring more.

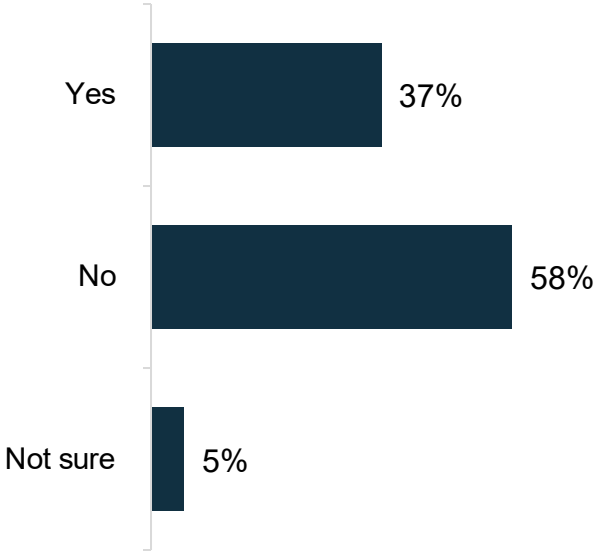
Articling Clerks and Those who Completed Articling in the Past 5 Years

Where did you attend law school?  
(n=69)



Principals, Recruiters, and Non-Principal Mentors

Has your firm/organization hired internationally trained students for articling positions? (n=19) / What are the reasons for not hiring internationally trained students for articling positions? (n=11)

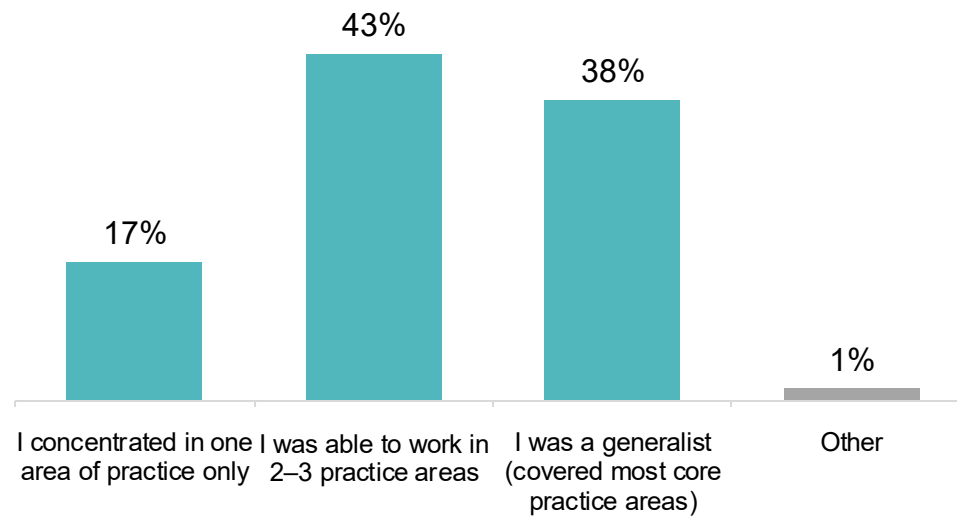


Out of the 11 respondents whose firms have not hired internationally trained clerks, two mentioned that the candidates' skill sets did not align with the firm's requirements, while the rest stated that there were no applications from internationally trained clerks.

## More than half of the clerks report being exposed to 1 to 3 practice areas during their articling experience.

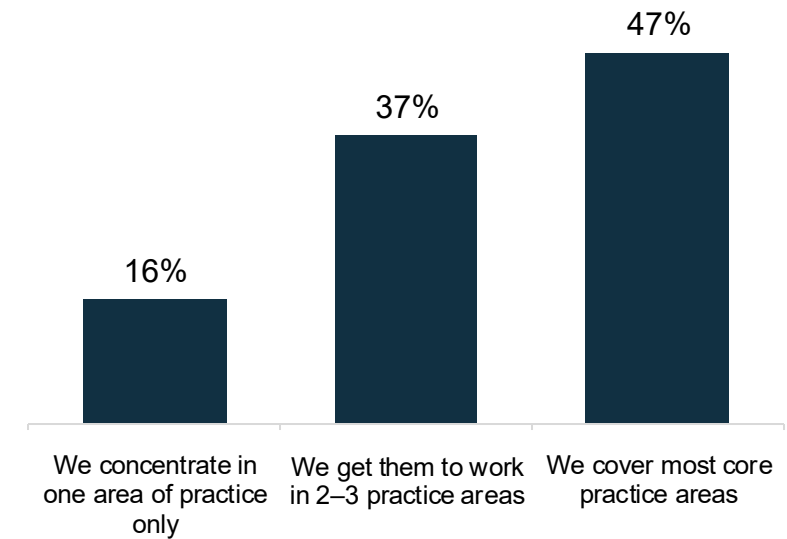
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*What type of exposure did you have to different practice areas during your articling?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

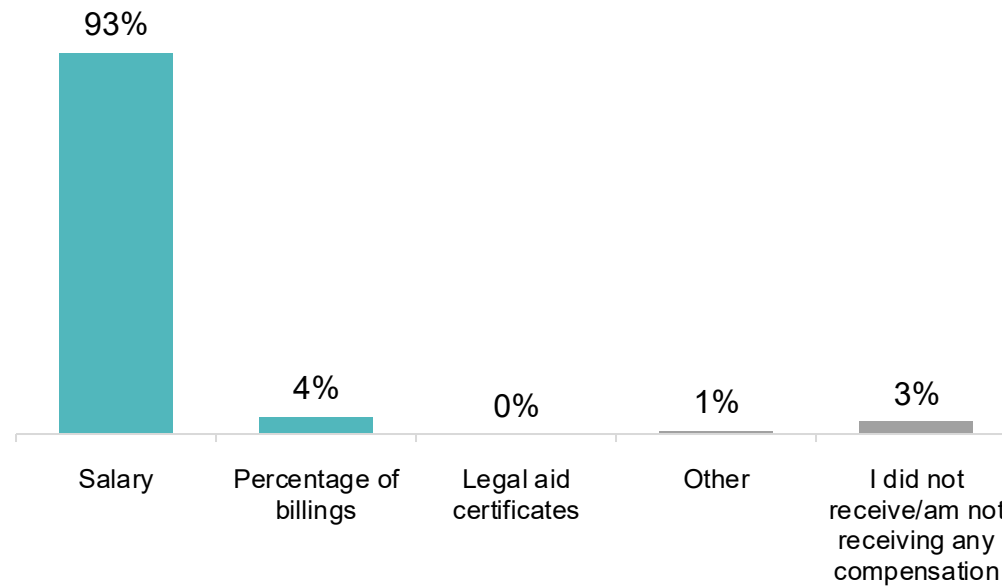
*What type of exposure does/did your firm/organization provide to articling student(s) in different practice areas?*  
(n=19)



## The vast majority of clerks received a salary while articling.

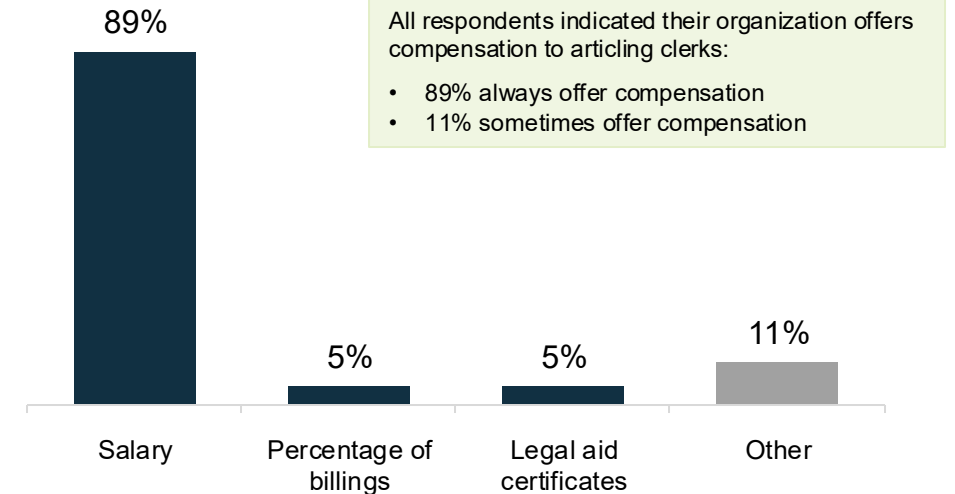
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*What type of compensation are you receiving/did you receive during your articling experience?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

*Does your firm/organization offer compensation to articling students? / What type of compensation does your firm/organization typically provide to articling students?*  
(n=19)

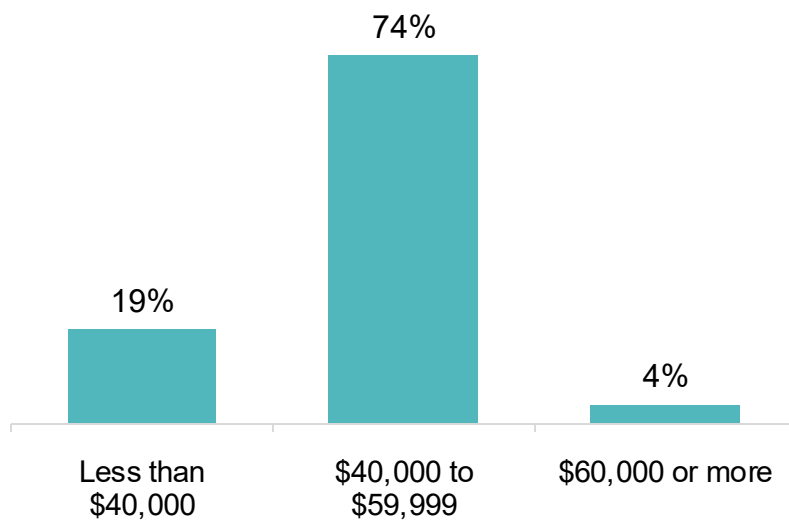


**Most clerks are / were paid between \$40,000 and \$59,999 per year.**

### Articling Clerks and Those who Completed Articling in the Past 5 Years

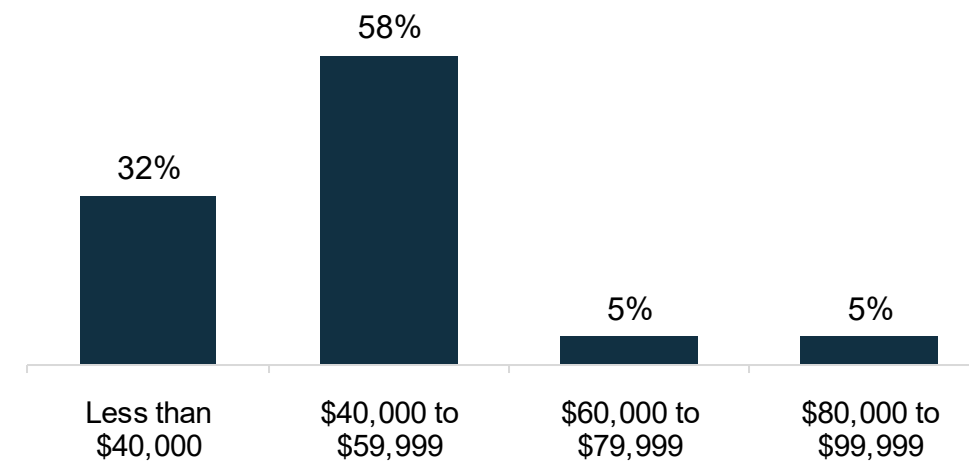
*What is/was your annual compensation during your articling?*  
(n=69)

Average Annual Compensation: \$45,031



### Principals, Recruiters, and Non-Principal Mentors

*In general, what is the compensation range offered to articling students at your firm/organization?*  
(n=19)



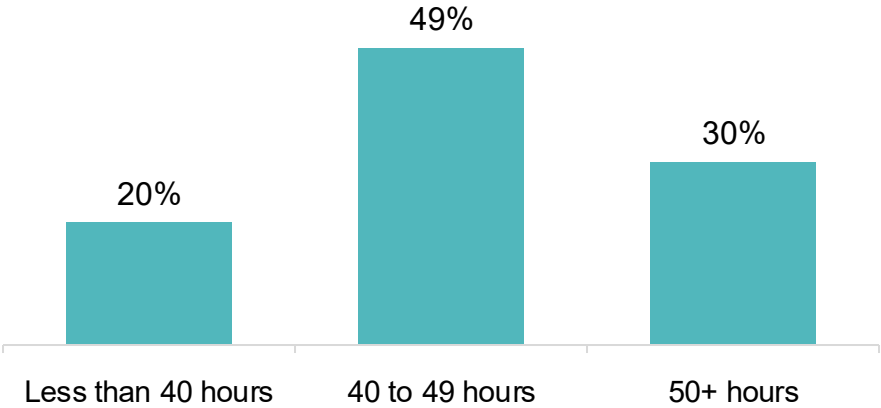


**On average, articling clerks worked 44 hours per week, which aligned with most clerks' expectations.**

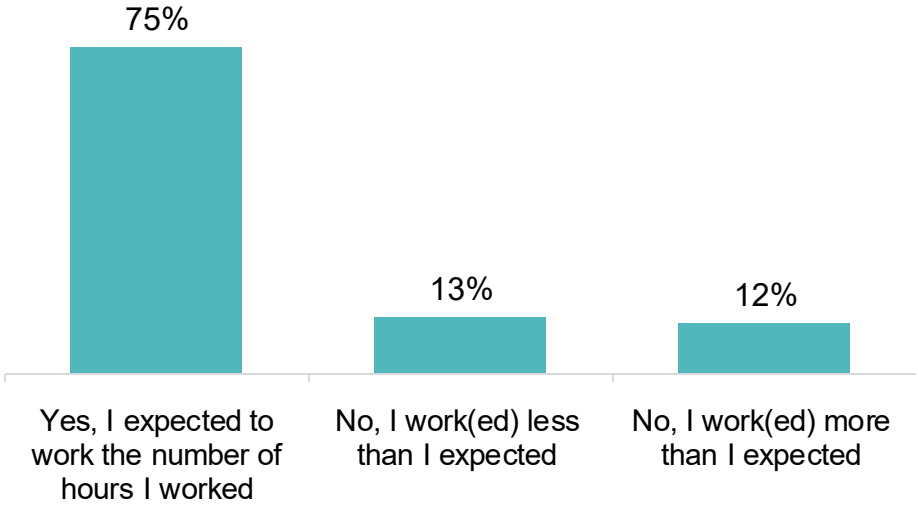
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

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

Average Number of Hours Per Week: 44



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

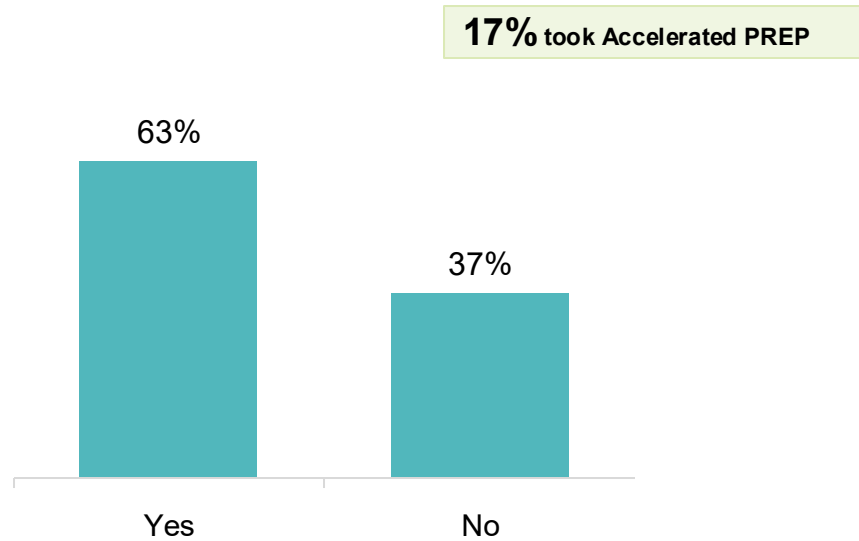


NOTE: Question wording changed, and there will be no comparison with the data from 2019.

**Two-in-five indicated they were not given time during business hours to fulfill their bar admission course requirements.**

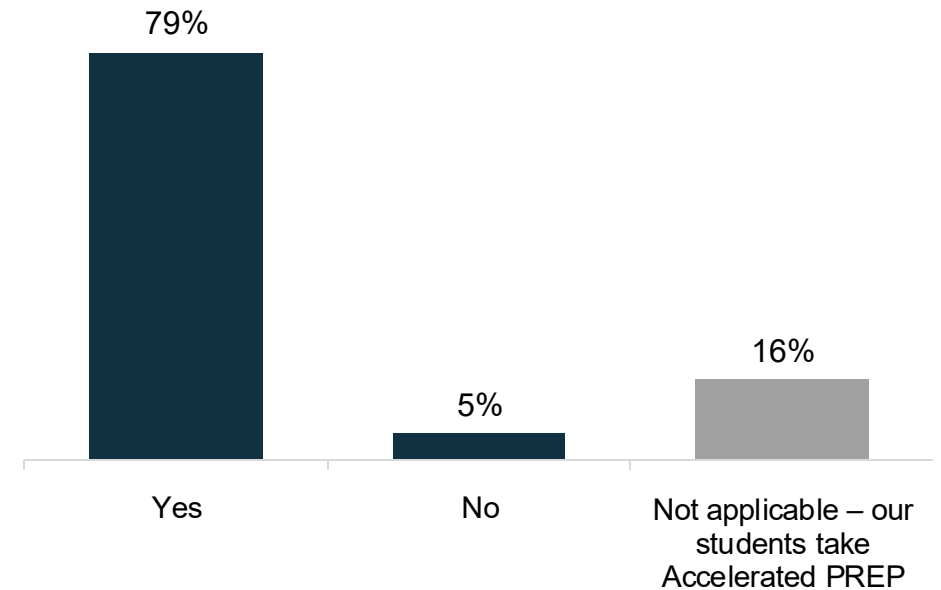
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Are you/were you given time to complete your bar admission program requirements during business hours at the firm/organization where you are/were articling? (n=60) / Did you take Accelerated PREP? (n=69)*



**Principals, Recruiters, and Non-Principal Mentors**

*Do articling students at your firm/organization typically get time during business hours to complete their bar admission program requirements? (n=19)*

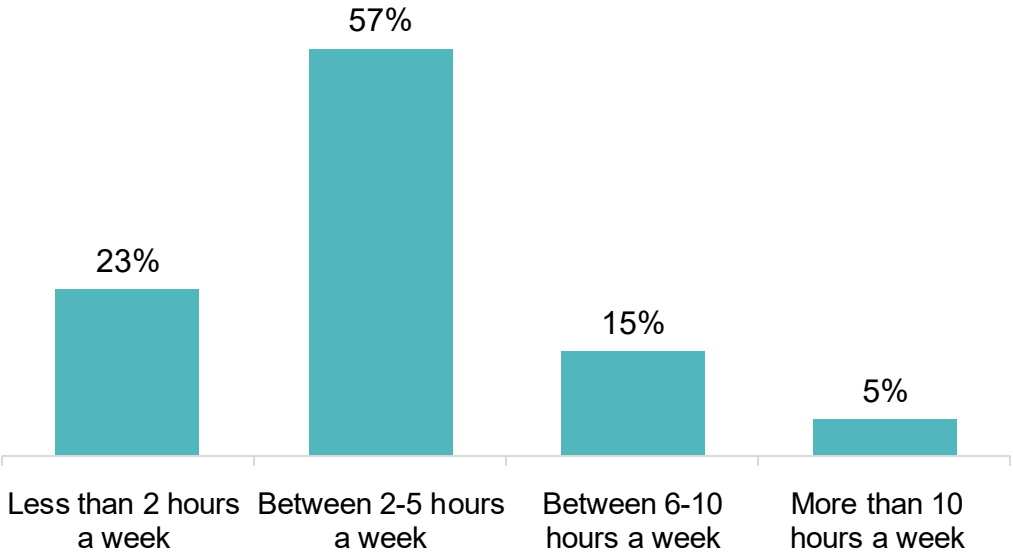




**Over half reported having been given two to five hours per week to meet the bar admission program requirements.**

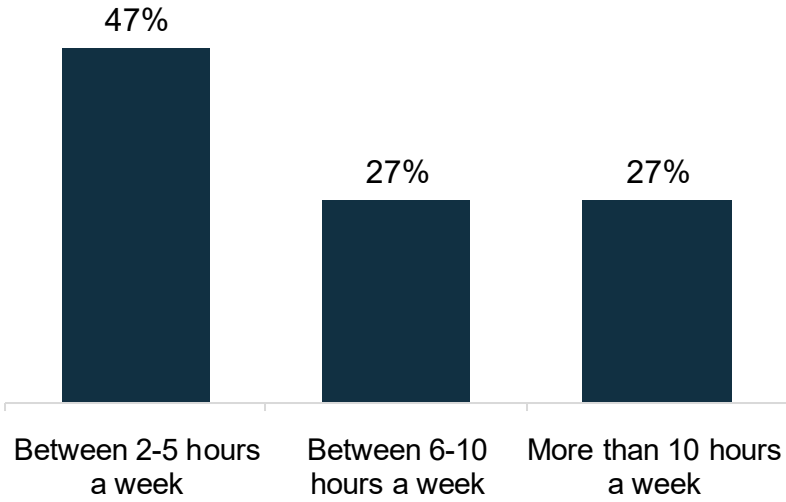
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*On average, how many hours per week are you/were you given to complete your bar admission program requirements?*  
(n=39)



**Principals, Recruiters, and Non-Principal Mentors**

*To the best of your knowledge, on average how many hours per week are articling students given to complete their bar admission program requirements?*  
(n=19)

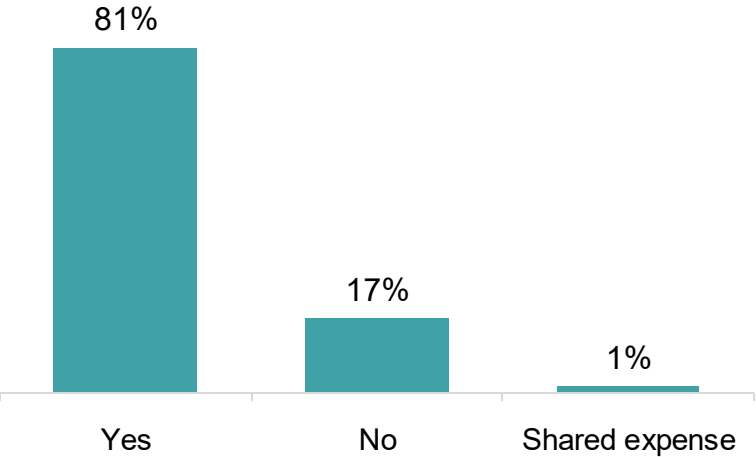




**Most firms cover the cost of their clerks' bar admission course tuition.**

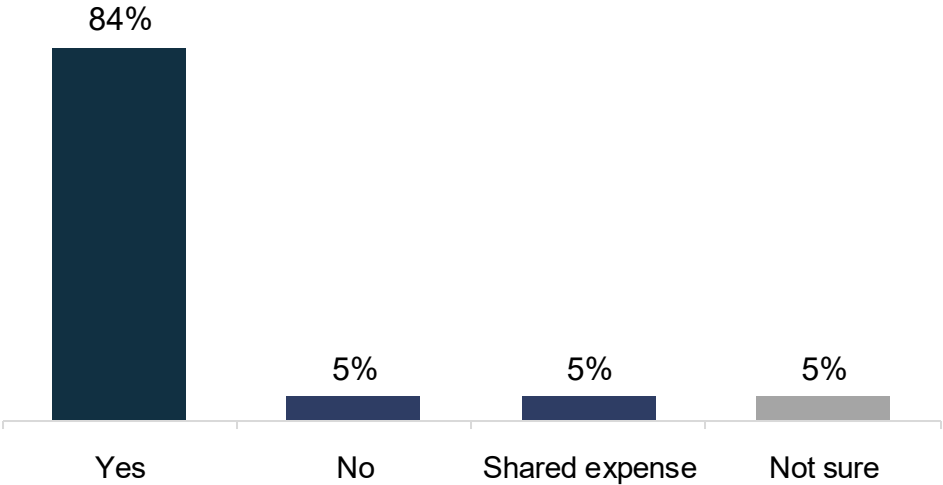
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Did/is your firm/organization pay(ing) your bar admission program tuition? (n=69)*



**Principals, Recruiters, and Non-Principal Mentors**

*To the best of your knowledge, does your firm/organization pay for articling students' bar admission program tuition? (n=19)*

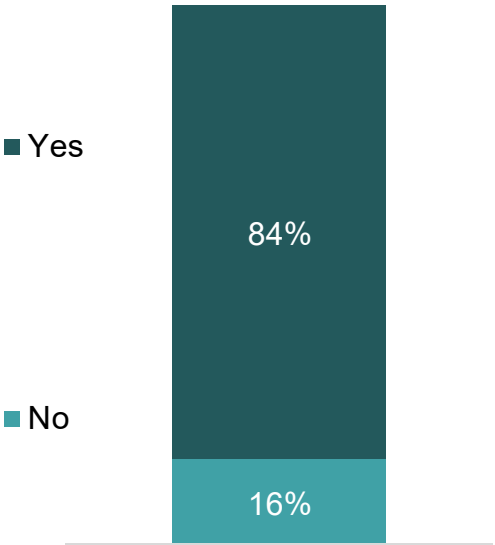




Four-in-five reported being offered a position where they completed articling.

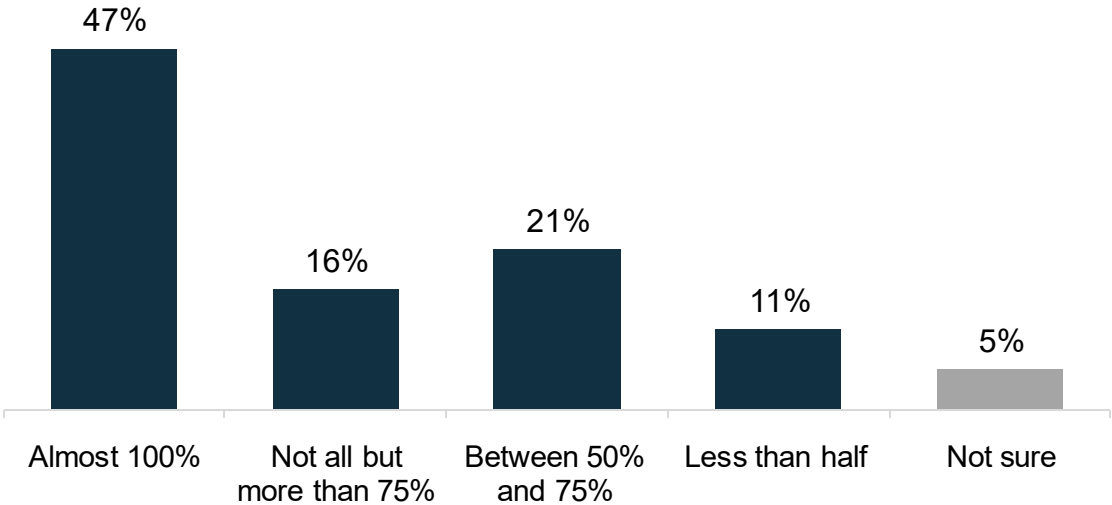
Articling Clerks and Those who Completed Articling in the Past 5 Years

Were you offered a position at the firm/organization where you completed your articling?  
(n=69)



Principals, Recruiters, and Non-Principal Mentors

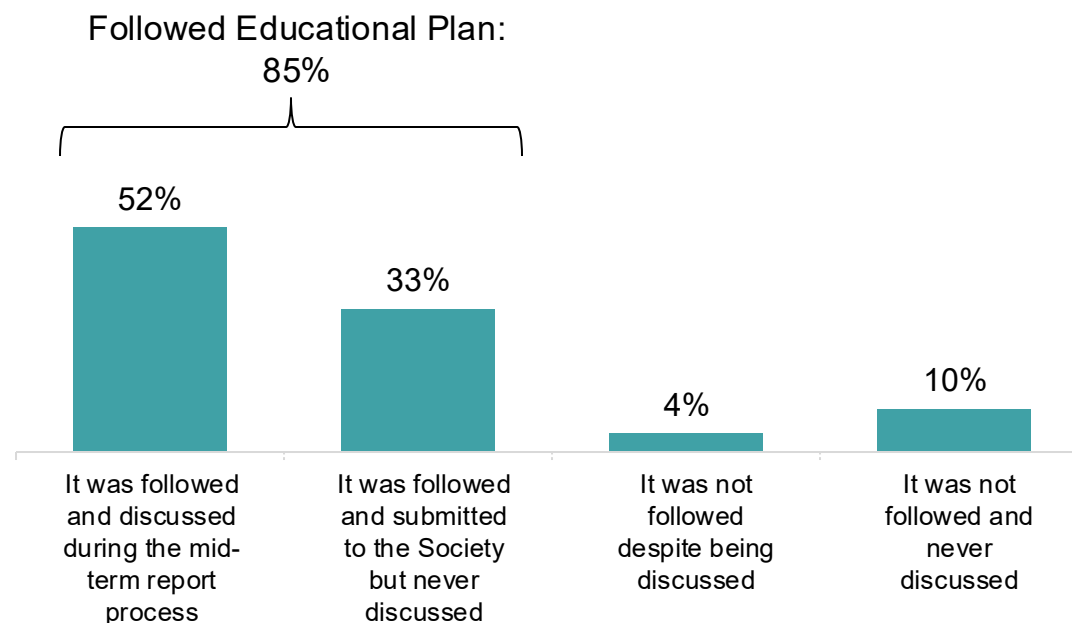
In the last five years, what proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?  
(n=19)



**The majority indicated that the Education Plan was followed during their articles.**

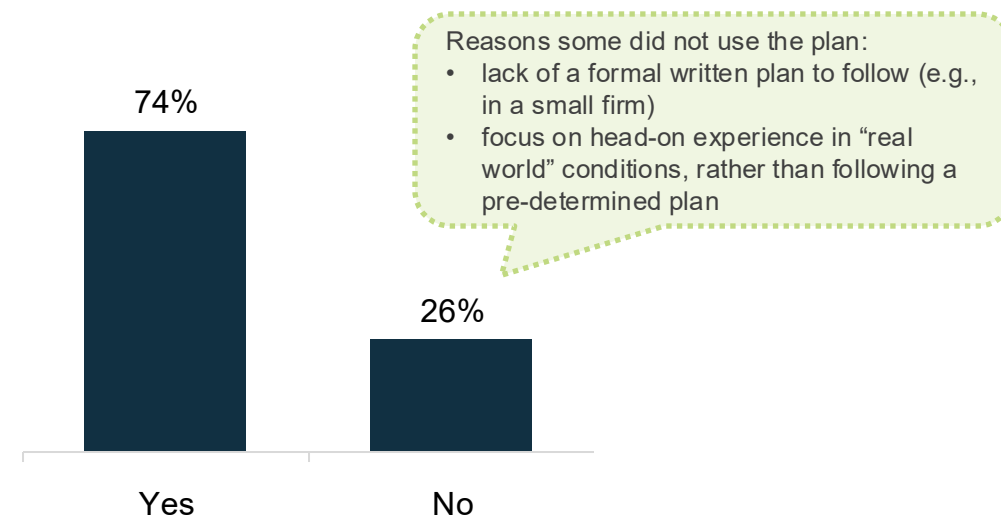
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*During your articles, was your Education Plan followed and discussed?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

*Outside of the formal requirements set out by your Law Society, do you / principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?*  
(n=19) / Please explain why you don't use a plan to guide students' learning during articles (n=5)



**While principals, recruiters, and mentors generally view the training very positively, they rated training in conducting matters, practice management, and dispute resolution lower than in other areas.**

### Principals, Recruiters, and Non-Principal Mentors

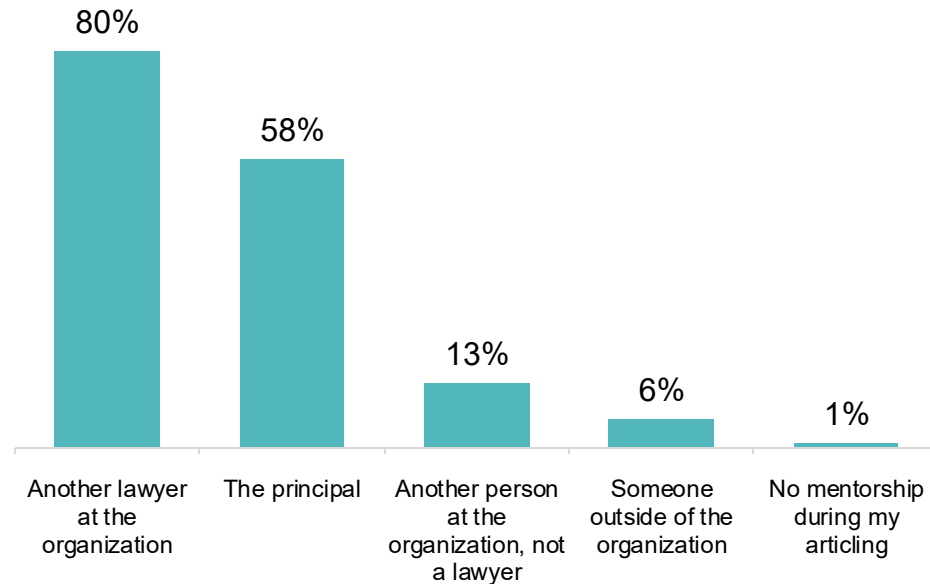
*To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas?*  
(Strongly agree + Agree, n=19)



**While three in five clerks indicated that their primary mentor was their principal, four-in-five said that their primary mentor was another lawyer at the firm.**

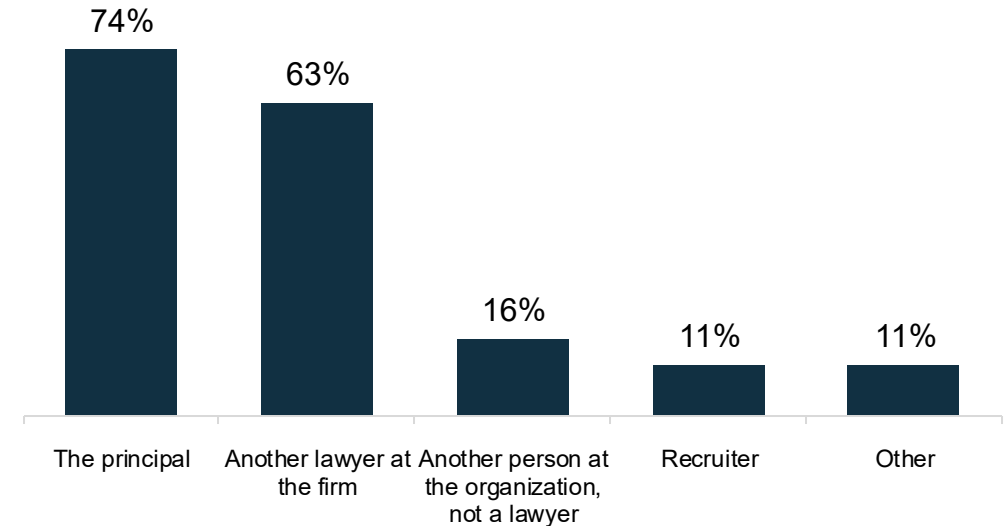
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Now, think about your experience with your principal and other lawyers in the firm/organization. Who are/were your primary mentor(s) during your article(s)? (n=69)*



### Principals, Recruiters, and Non-Principal Mentors

*Now, think about the mentorship that articling students receive at your firm/organization. Who is/are typically mentor(s)? (n=19)*





**While principals, recruiters, and mentors rate the quality of mentorship highly, clerks perceive feedback on skills development as an area that could be improved.**

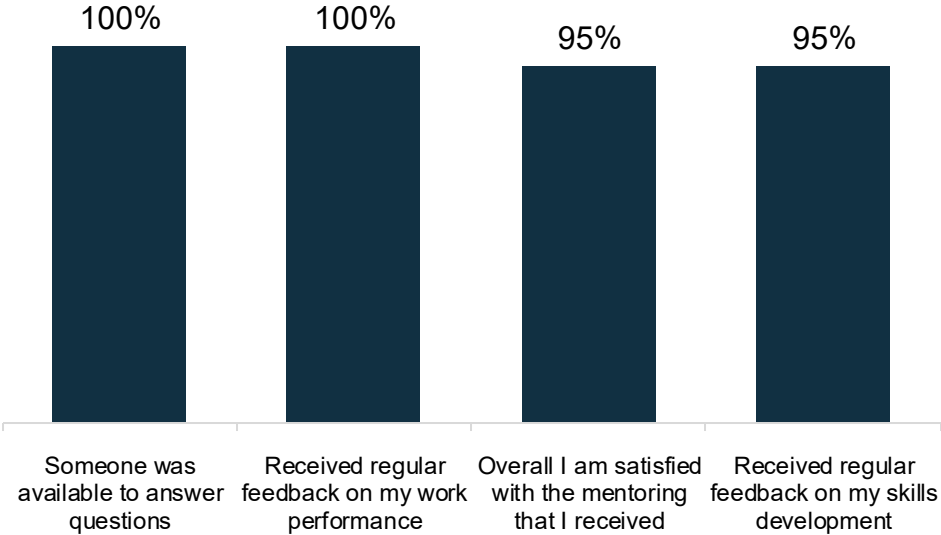
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling?  
(Strongly agree + Agree, n=69)*



**Principals, Recruiters, and Non-Principal Mentors**

*To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?  
(Strongly agree + Agree, n=19)*

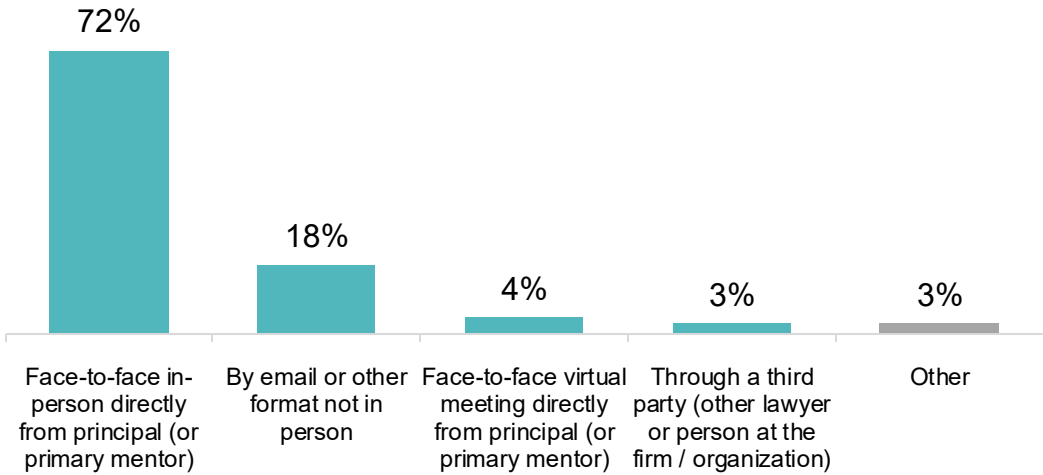




**Most reported receiving face-to-face feedback directly from the principal.**

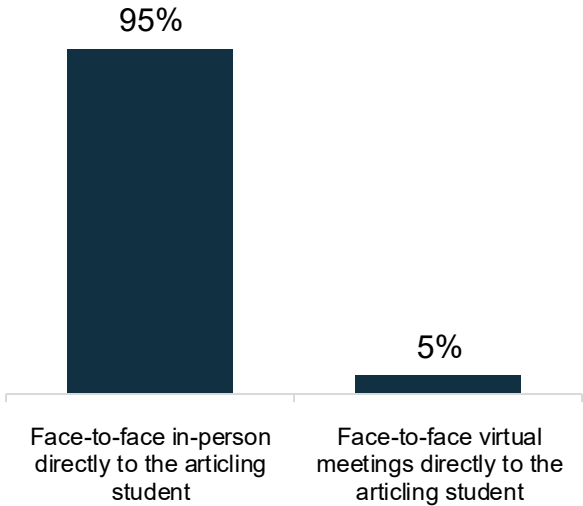
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*What is the primary method that you receive/received mentorship/feedback during your articling?*  
(n=68)



**Principals, Recruiters, and Non-Principal Mentors**

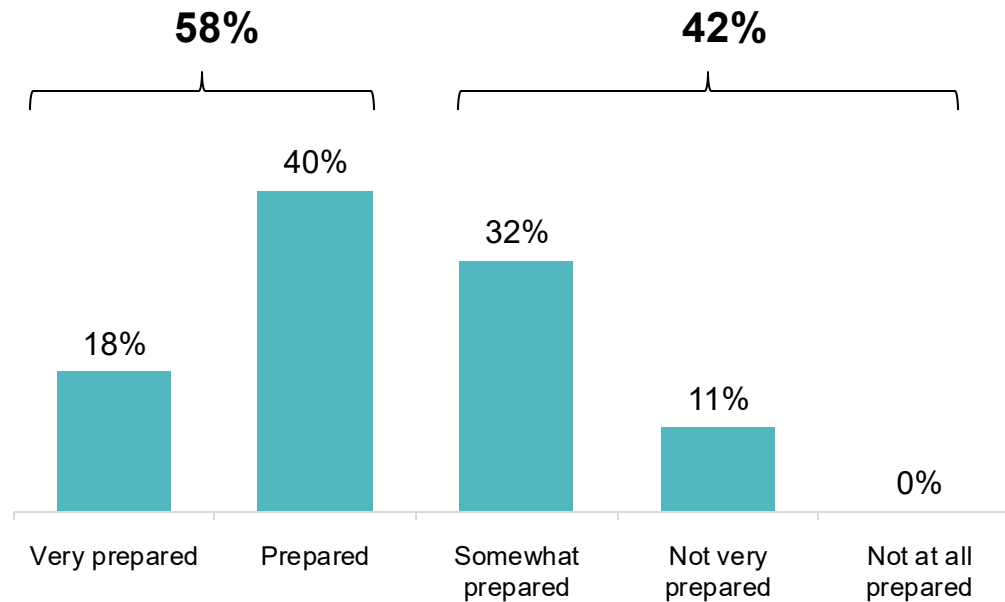
*How do/did you provide mentorship/feedback?*  
(n=19)



**Two-in-five former articling clerks lacked confidence in their training, feeling only somewhat prepared or not very prepared.**

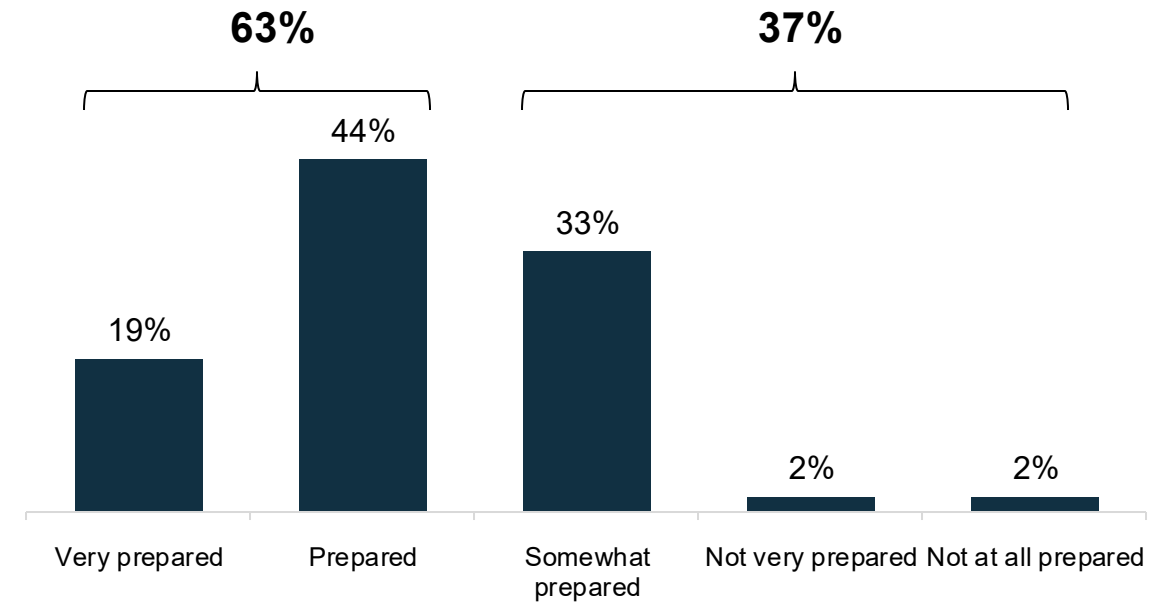
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*How prepared were you to enter the practice of law once you completed your articling?*  
(n=57)



**Principals, Recruiters, and Non-Principal Mentors**

*In your experience, how prepared is an articling student for entry level practice once they complete their articling at your firm/organization?*  
(n=19)





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

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

Please explain why you believe you were **very prepared / prepared** for entry level practice once you completed your articling? (n=25)

#### Hands-on experience

*"I was given a great deal of hands-on, practical experience in my articles. I was nervous to take on my own files, as I wanted to do a great job, but I felt prepared by my principal and she supported me as I transitioned into handling my own files."*

*"I felt that the experience I gained working prepared me well for the practice of law. I did not feel that the PREP program prepared me the same way that my hands on experience did."*

#### Exposure to a variety of practice areas / Well-rounded experience

*"I received a thorough overview of practice and was involved in multiple files across different practice areas."*

*"I had a well-rounded experience during my articles, and I had good mentors to rely on upon being called."*

#### Effective mentorship / Mentorship past articling

*"My mentors really helped with the transition from student to lawyer and answered all of my questions as I began practice."*

*"I had enough experience in different areas of law that I was able to comfortably transition into working without oversight while my mentor was still available and checking in with me."*

### Principals, Recruiters, and Non-Principal Mentors

Please explain why you believe an articling student is **very prepared / prepared** for entry level practice once they complete articling at your organization? (n=16)

#### Hands-on experience

*"Students have a very hands-on experience for the areas they will practice when they join us. During articles we treat the students as new colleagues that will be joining us and conduct their training and guide their experiences accordingly."*

*"Our organization is rooted in experiential learning - articling students are expected to assume the role and responsibilities of a lawyer with less and less supervision as the year moves on."*

#### Exposure to a variety of practice areas / Well-rounded experience

*"They have received exposure to many different practice areas and have had the opportunity to practice various required skills."*

*"Our approach to articles is to try to ensure the student is capable of hanging out their own shingle at the end of the year so we cover all of the necessities including such matters as billing, practice management, client management, and the substantive areas of law that are most common..."*

#### Effective mentorship

*"Our students receive good exposure to our practice, and to private practice via the secondments we arrange for each of our students. Our lawyers take the time to give one-on-one feedback to the students and help them excel and become accustomed to legal practice, and to equip them with the basic skills that will ground their development as lawyers."*

## Inadequate training in practice and client management, along with ineffective mentorship, were identified as the key causes of lower level of preparedness for entry-level practice.

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

Please explain why you believe you were **somewhat / not very / not at all prepared** for entry level practice once you completed your articling? (n=22)

#### Lack of / inadequate training (especially in practice management and client relationship management)

*"Nothing prepared me for managing my own practice, no systems were in place, and I didn't know what systems would need to be in place or have worked for others. Practice management should be a larger part of the program!"*

*"I had a good grasp on the law and legal analysis, but little to no experience with client-facing aspects of the job."*

#### Lack of / ineffective mentorship

*"I had some experience conducting matters, writing briefs and meeting with clients but very little feedback or guidance."*

*"...My principal, though a competent lawyer, was not a motivated teacher and was never a mentor. I practice primarily family law, and I learned most of what I needed to practice from a junior lawyer in our office who was only a year older than I. I think she felt bad because I was not having a well-rounded articulated experience so she shared advice with me. I will always be grateful for that."*

#### Narrow range of responsibilities / areas

*"The work at the organization where I articulated was very particular. I would have been prepared to stay on, but I was not hired back. That experience didn't fully translate to life outside the organization."*

#### Workload challenges

*"My firm threw me in the deep end with a full case load along with still tasking me with helping on the senior lawyers files. I ended up quitting because I was drowning."*

#### Negative impact of COVID-19

*"I didn't receive as much practical experience as I would have liked. This could have been in part due to the virtual aspect caused by the pandemic."*

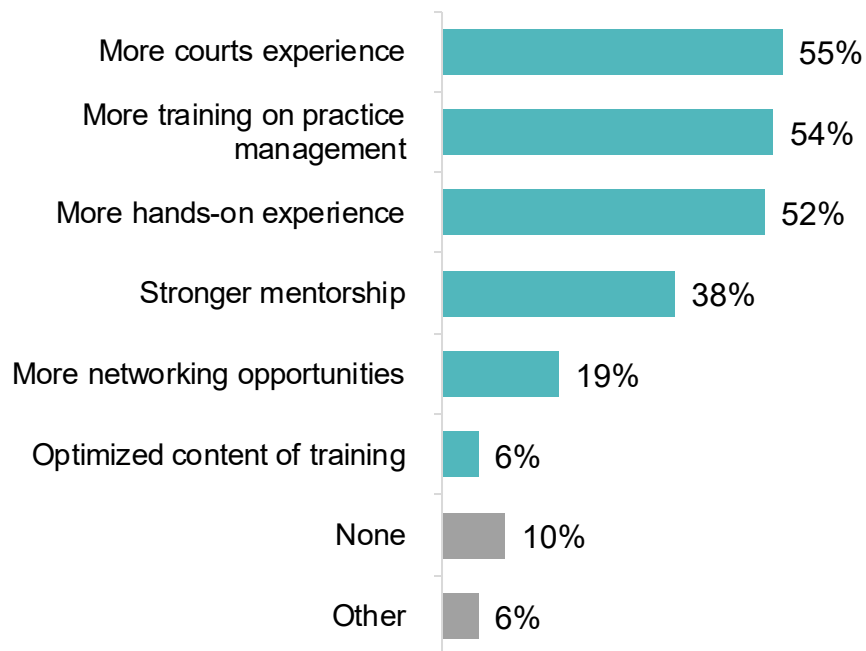
Three principals / recruiters / mentors who discussed reasons lower level of preparedness emphasized that a year of articling is insufficient for clerks to feel fully prepared and that many clerks begin their articling experience with inadequate preparation from law school.

**Court experience, enhanced training on practice management, and hands-on experience were identified as the most essential resources needed by clerks.**

### Articling Clerks and Those who Completed Articling in the Past 5 Years

*What additional tools and resources do you believe are needed to help you be better prepared for entry level practice?*

(n=69)



### Principals, Recruiters, and Non-Principal Mentors

*What additional tools and resources would help you better mentor/train/prepare articling students for entry level practice?  
(based on verbatim analysis; n=19)*

- Additional mentors outside the firm for exposure to new practice areas
- Requirement for clerk exposure to clients and ongoing cases
- Funding for small firms to hire articling students
- Integration of Prep Course during law school
- Precedent database implementation
- Shorter time for accelerated Prep program
- Integration of bar course studies into daily practice
- Improved communication from Barristers' Society about the curriculum, expectations, and demands of the PREP course
- Authority to waive portions of Prep program that are duplicated in the articling experience
- Workshops for mentors on effective communication and feedback
- Better substantive law training in law school
- Increased mentorship commitment by firms and principals during articling and beyond
- Opportunities for experience in private sector

**Client management, practice management, and courtroom experience were identified as areas where clerks most commonly lacked adequate preparation.**

## Articling Clerks and Those who Completed Articling in the Past 5 Years

*What experiences have you had in the first few years of practice that articling could have better prepared you for?*  
(n=48)



### Principals, Recruiters, and Non-Principal Mentors

*What gaps in knowledge or skills, if any, do new lawyers have that could be better addressed in articling or during the first few years of practice?*  
(n=15)

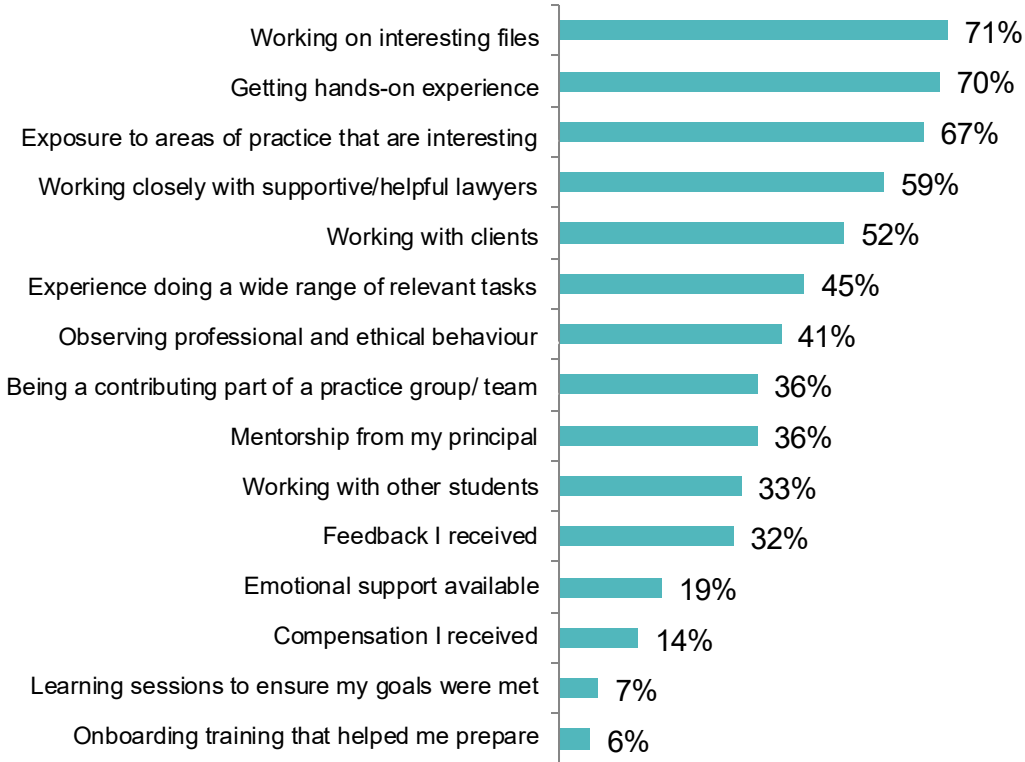




**Interesting files, hands-on experience, and working in the practice areas of interest appeals to clerks. Principals, recruiters and mentors cite providing hands-on experience, feedback and a wide range of relevant tasks as the most positive aspects of articling experience.**

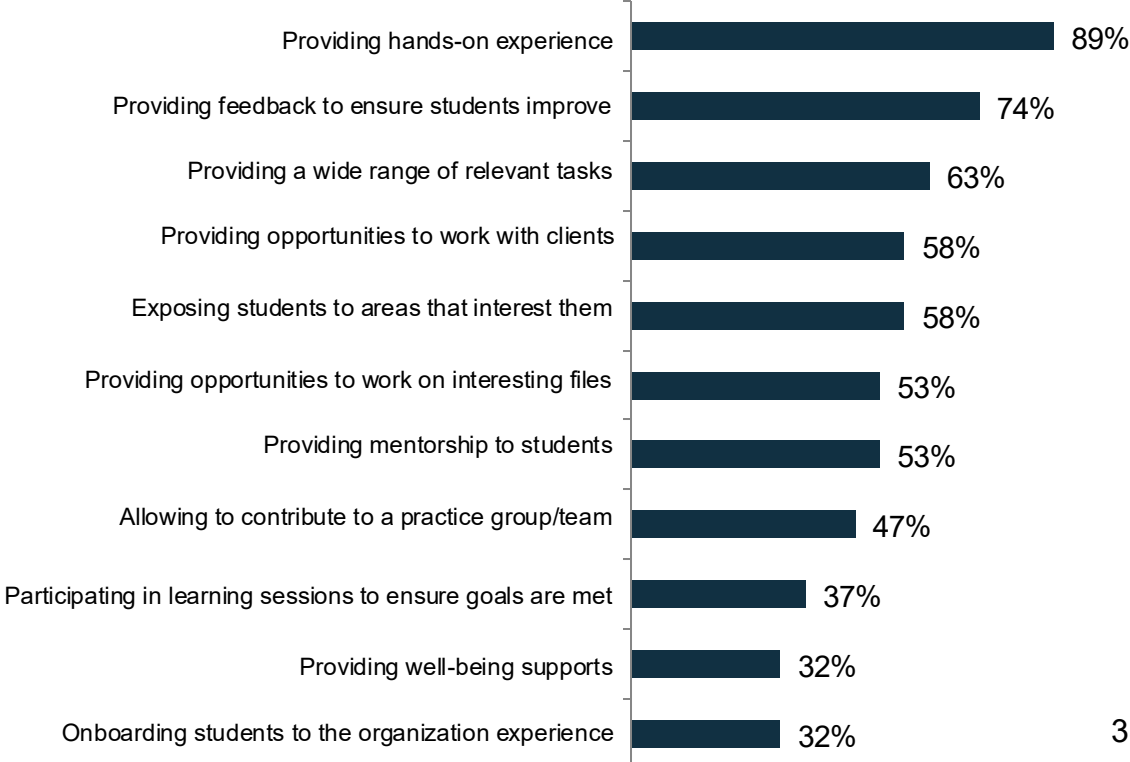
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Overall, what would you say are/were the most positive aspects of your articling experience? (n=69)*



**Principals, Recruiters, and Non-Principal Mentors**

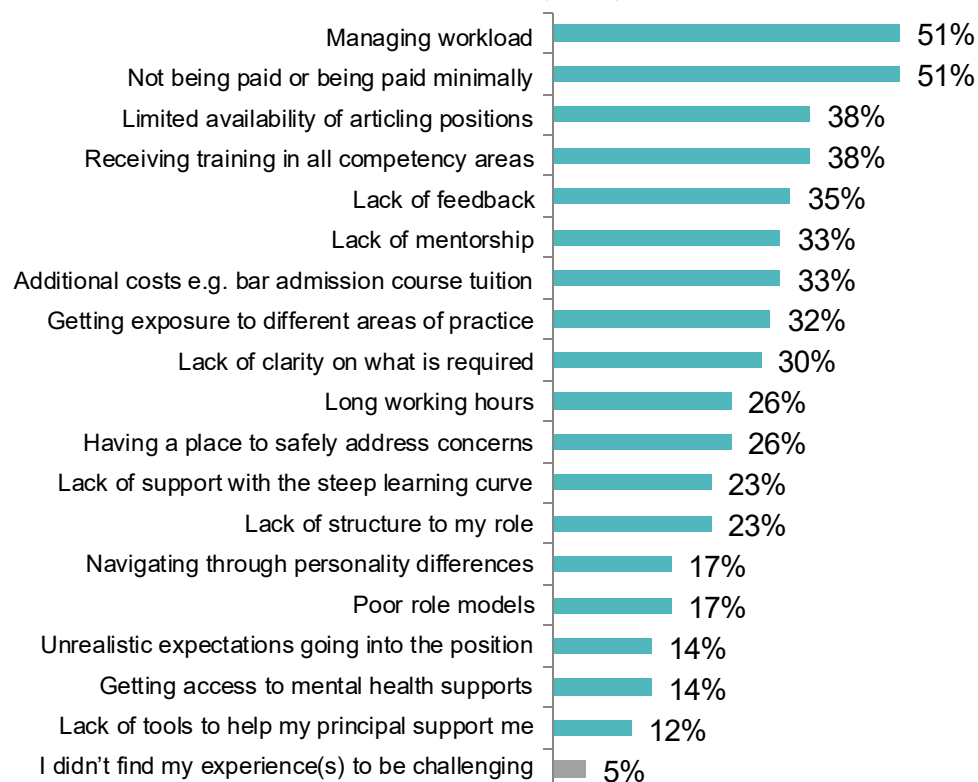
*Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor? (n=19)*



**While articling clerks identified managing their workload and coping with low pay as their primary challenges, principals, recruiters, and mentors face difficulties in managing personality differences.**

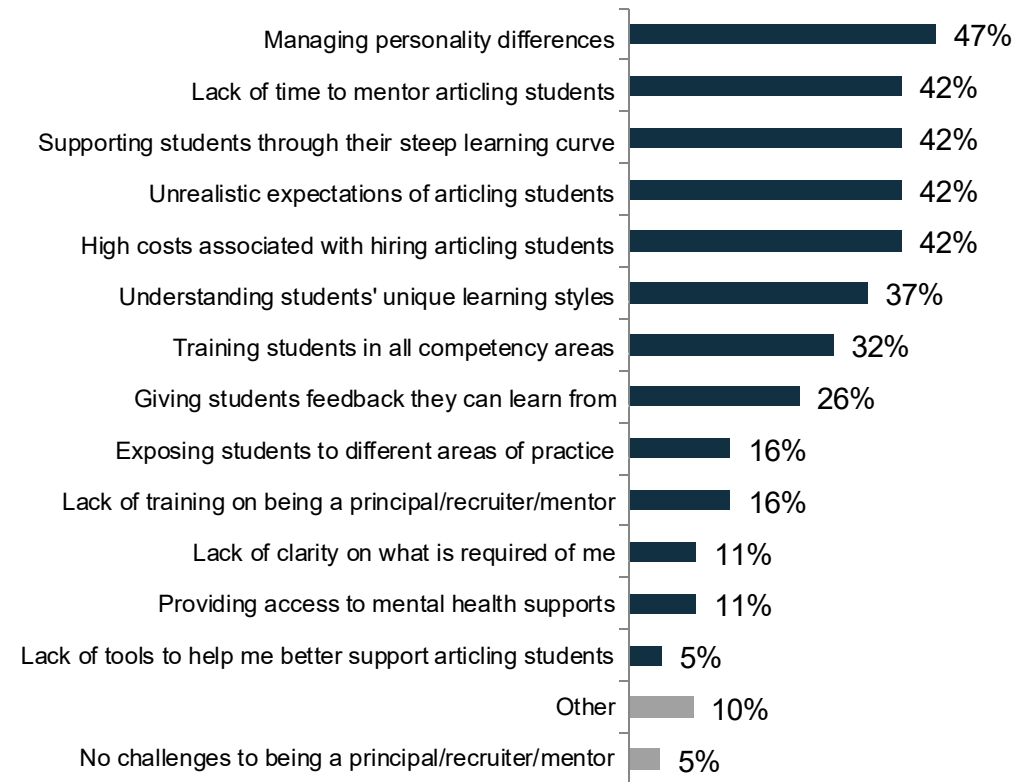
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Overall, what do you think are the key challenges to being an articling student? (n=69)*



### Principals, Recruiters, and Non-Principal Mentors

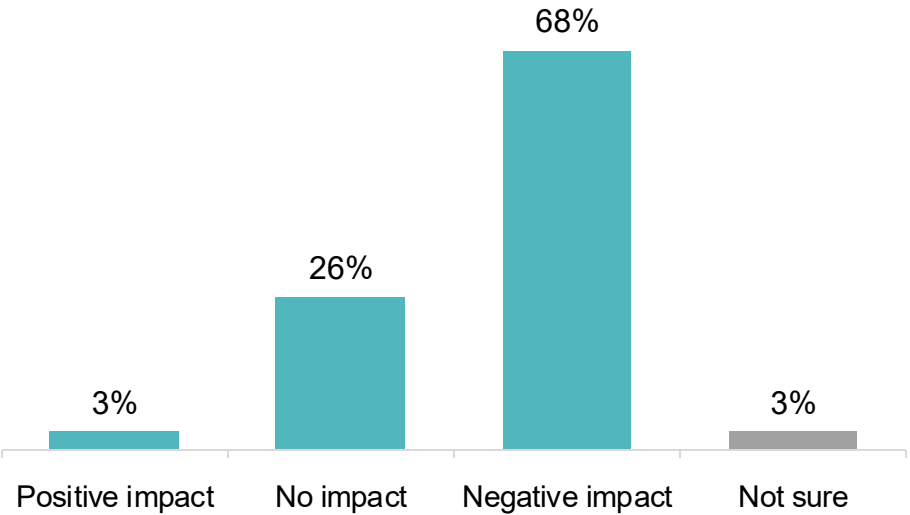
*What key challenges are faced by a recruiter, principal or mentor of an articling student in an articling placement? (n=19)*



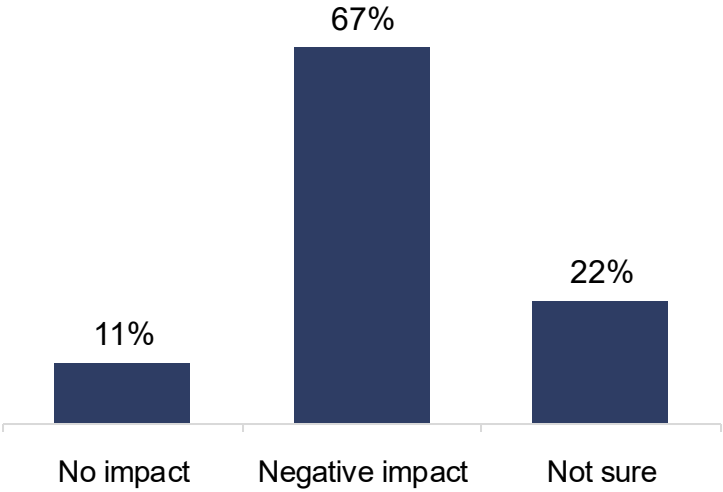
Most feel that COVID-19 adversely affected clerks' articling experiences.

**Articling Clerks and Those who Completed Articling in the Past 5 Years**

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



**Principals, Recruiters, and Non-Principal Mentors**  
*In your opinion, how did the COVID-19 pandemic impact the articling experience for students?*  
(n=18)



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

### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Describe how the pandemic impacted your articling experience.*  
(n=20)

- Remote work leading to lack of mentorship
- Lack of face-to-face client interaction
- Missed opportunities for courtroom experience
- Delay in starting articling causing stress and uncertainty
- Challenges in building relationships
- Increased stress and isolation while articling from home

### Principals, Recruiters, and Non-Principal Mentors

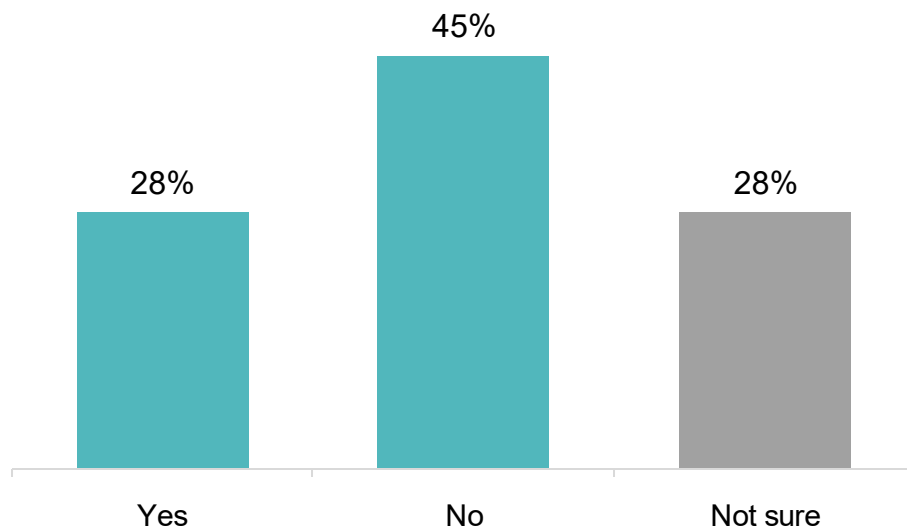
*In your opinion, how did the COVID-19 pandemic impact the articling experience for students?*  
(n=18)

- Less day-to-day work management exposure
- Lack of direct client interaction for learning client management
- Limited knowledge acquisition from peers
- Limited exposure to court experience
- Difficulty in developing relationships with colleagues
- Toll on mental health
- Reduced networking opportunities
- Current clerks resenting in-person attendance requirement

## Three-in-ten felt that they had access to appropriate mental health supports.

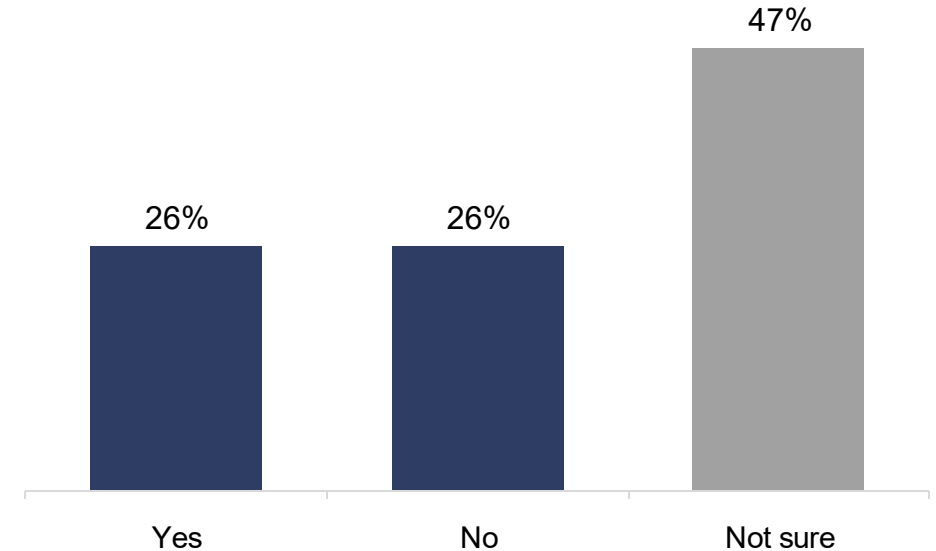
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Are/were there appropriate mental health supports available at the firm/organization where you are/were articling to help you with managing stress, anxiety, etc.?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

*Are mental health resources available at your firm/organization for articling students who may need support with things like stress management, anxiety, etc.?*  
(n=19)



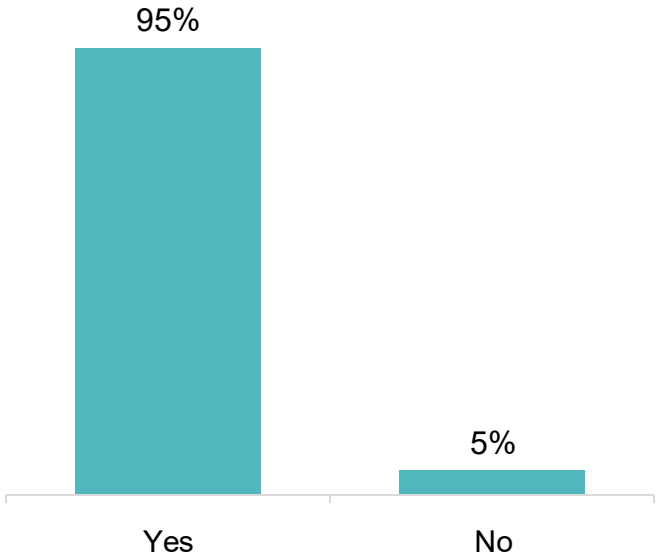


NOVA SCOTIA  
BARRISTERS' SOCIETY

**Firms strongly encouraged articling clerks to use the available mental health supports when necessary.**

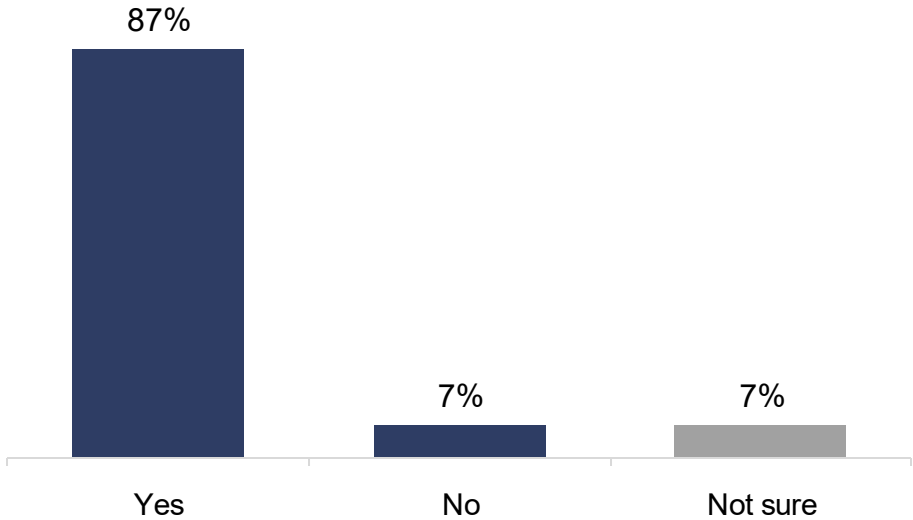
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Did your firm/organization encourage accessing the available mental health supports if needed?*  
(n=19)



**Principals, Recruiters, and Non-Principal Mentors**

*Did your firm/organization encourage accessing the available mental health supports if the student needed them?*  
(n=15)



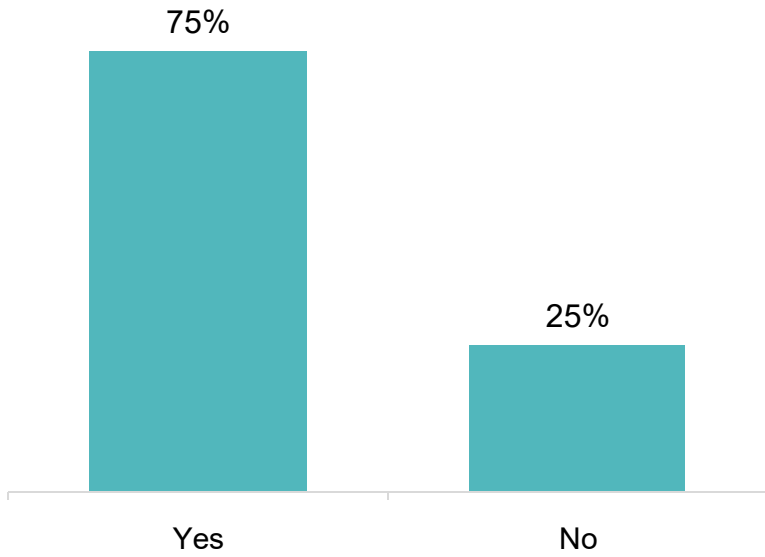


NOVA SCOTIA  
BARRISTERS' SOCIETY

**Overall, awareness of the lawyers' assistance program is high.**

**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Are you aware of the lawyers' assistance program in your province?*  
(n=69)



**Principals, Recruiters, and Non-Principal Mentors**

*Are you aware of the lawyers' assistance program in your province?*  
(n=19)

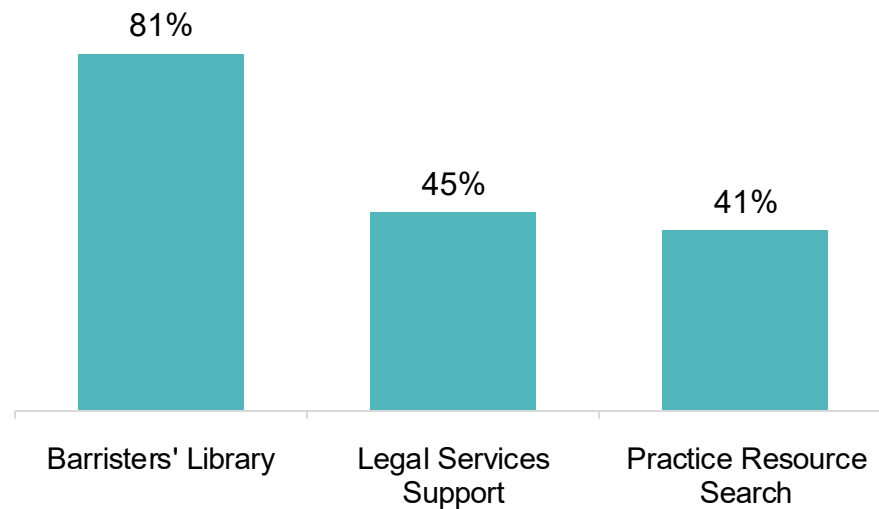




## Awareness of Legal Services Support and Practice Resource Search is limited, presenting an opportunity for improvement.

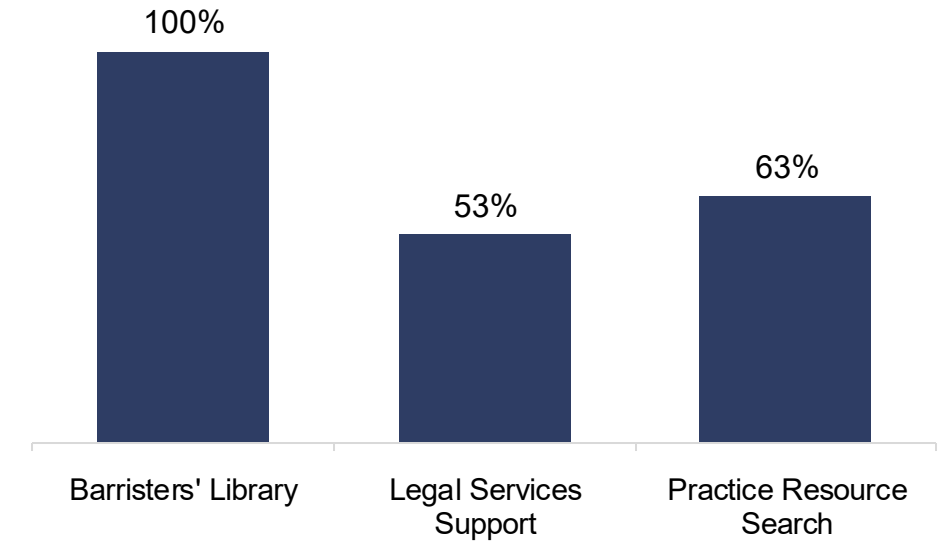
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*During your articling, are/were you aware of the following resources/supports available through the Nova Scotia Barristers' Society? (n=69)*



### Principals, Recruiters, and Non-Principal Mentors

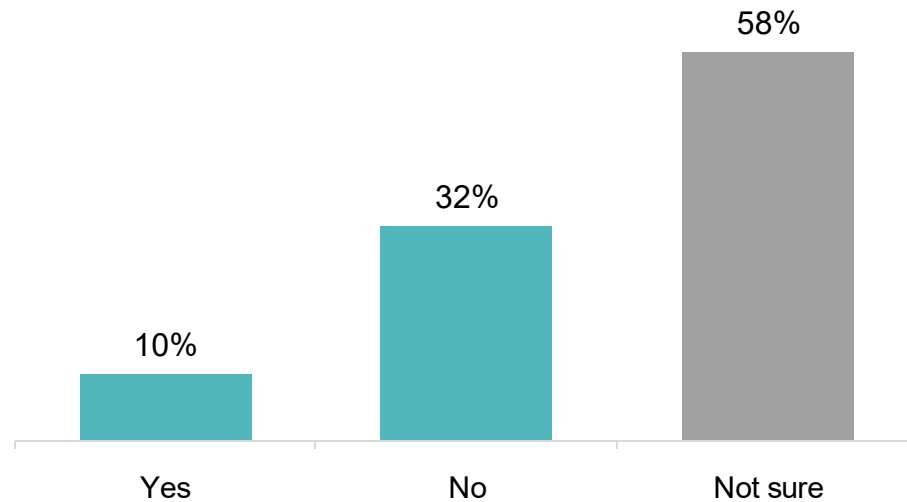
*Were you aware of the following resources/supports available through the Nova Scotia Barristers' Society? (n=19)*



## Some feel that additional resources from the NSBS could help improve the competence of new lawyers.

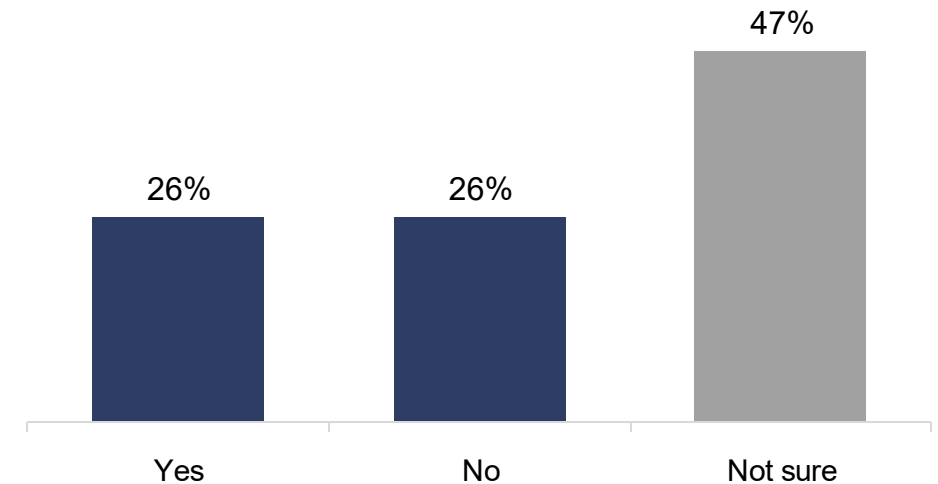
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Were there any other resources from the Law Society that would have assisted you with lawyer competence during your articles?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

*Were there any other resources from the Law Society that would have assisted you or your students with teaching/learning lawyer competence?*  
(n=19)



**There is interest in additional and improved training, access to resources (e.g., legal precedents and annotated civil procedure rules), career counselling services, and networking opportunities.**

**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Please list what resources from the Law Society would have assisted you with lawyer competence during your articles.*  
(n=6)

- Courses or seminars in specialized areas of law
- Enhanced training on courtroom appearances
- CRM/practice management tools
- Improved bar course to better prepare clerks
- Increased availability of articling positions
- A list or registry of lawyers known for mentoring articling clerks
- Access to legal precedents
- Career counseling services
- Support for lodging complaints against employers
- Advocacy for articling clerks, potentially through a dedicated lawyer
- More formal involvement with articling clerks:
  - to ensure awareness of available resources
  - to foster relationships with the legal community

**Principals, Recruiters, and Non-Principal Mentors**

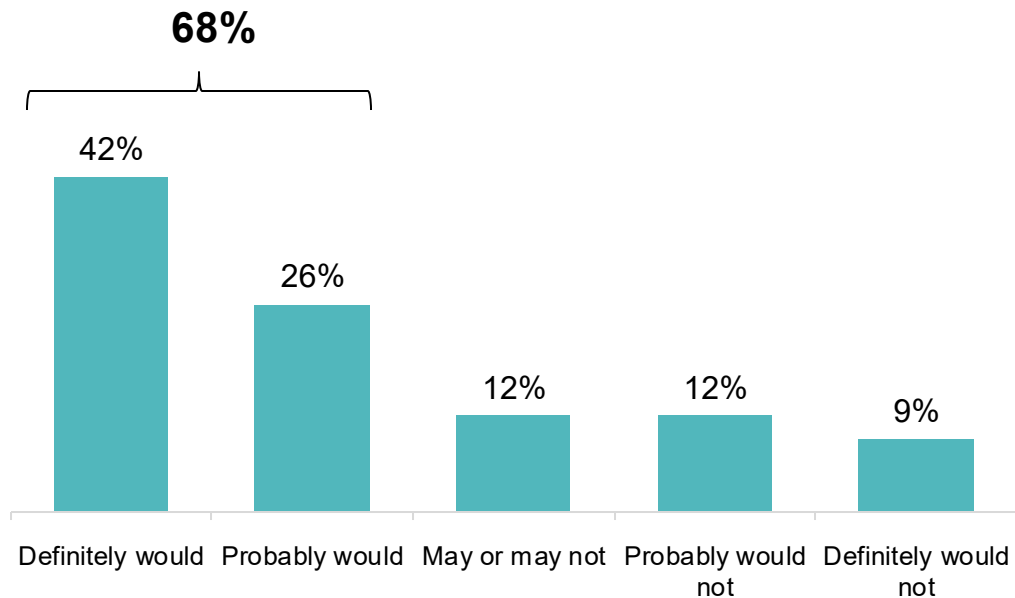
*Please list what resources from the Law Society would have assisted you or your students with lawyer competence.*  
(n=4)

- CLE courses offered in different practice areas
- Assistance in preparation of articling plans
- Trust and ethics questions addressed by staff
- Access to precedent database and annotated civil procedure rules
- Consideration for reducing time spent in accelerated PREP to allow more hands-on learning opportunities

**One-third of clerks would not recommend articling at the firm where they are articling / articulated, while a similar proportion of principals, recruiters, and mentors are hesitant about accepting clerks in the future.**

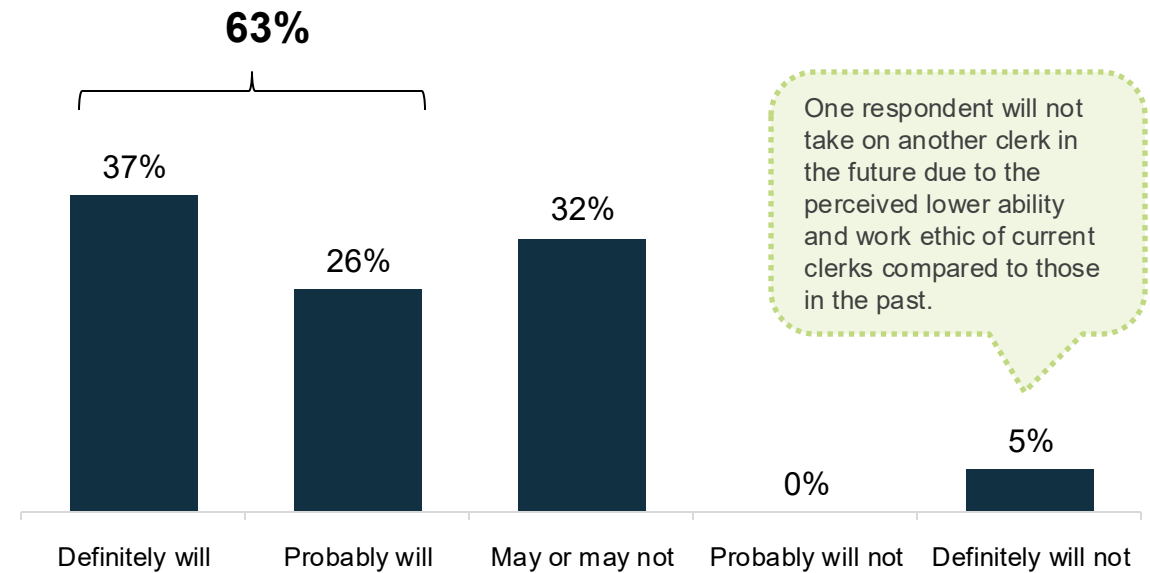
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Now thinking more generally about where you article/articled, would you recommend it to articling students in the future?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

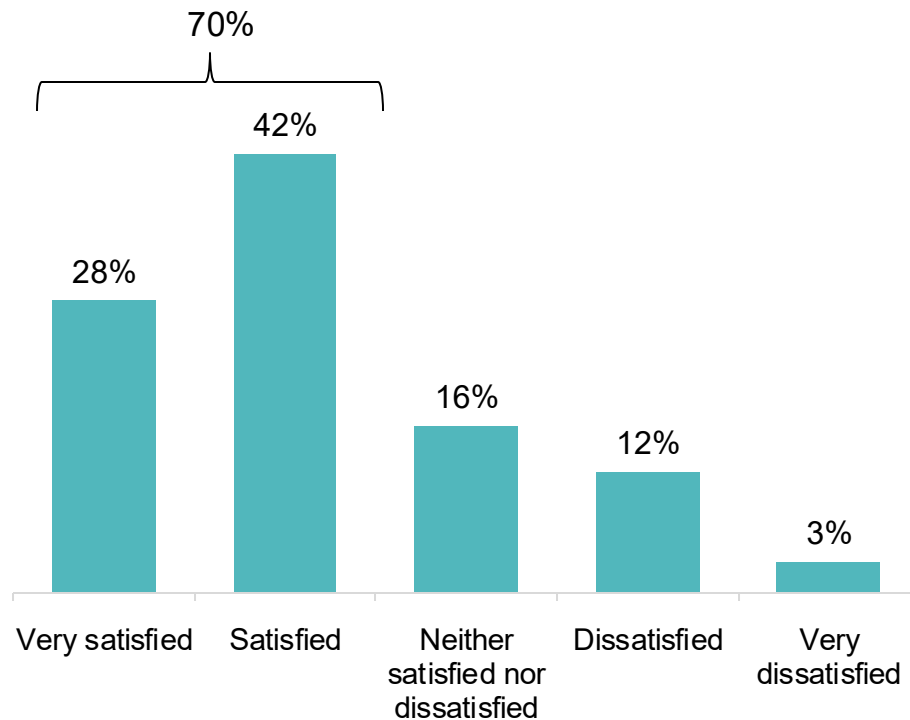
*Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future? (n=19) / Why wouldn't you take another articling student in the future? (n=1)*



**While most articling clerks are satisfied with their articling experience, 15% are dissatisfied. Lack of proper instruction and mentorship and inappropriate behaviour were mentioned as the primary reasons for dissatisfaction.**

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

Overall, how satisfied were/are you with your articling experience?  
(n=69)



Please explain why you are **very dissatisfied / dissatisfied** with your articling experience. (n=10)

#### Lack of proper instruction and mentorship

*"I don't feel we were always treated with much respect. No one saw it as their job to teach us anything, but then became angry with us when we didn't know how to do something. The major gaps are likely not ones that the regulator can fill, but firms have no accountability in providing any instruction."*

#### Inappropriate behavior and harassment

*"I was sexually harassed by my principal and I found out shortly after starting at the firm that he was well known for being inappropriate and sexually harassing female workers. He was cold, rude, and abusive at times. I asked for more observation and he said "no" without explanation. He used me like a slave to help him with his workload - there was no mentorship or training. I was often flooded with work that I had no experience doing. I was thrown into situations without any prior experience observing or learning about them first. It was awful."*

#### Lack of structure affecting preparedness for legal practice

*"I don't feel prepared for practice, even one year out from articling. There was no structure to ensure that key competencies were met during the articling period."*

#### Unrealistic expectations

*"I was often left without real feedback or goals to accomplish and then all of a sudden hit with unrealistic expectations. Also, the structure of the firm changed dramatically throughout my year here, so it was very challenging to find my footing."*

## Hands-on experience, effective guidance and mentorship, exposure to various practice areas, and other factors were identified as key contributors to effective preparation for practice.

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

Please explain why you are **very satisfied** / **satisfied** with your articling experience. (n=25)

#### Rich hands-on experience / Exposure to different types of files

*"I had excellent mentorship and hands-on experience, and I was able to learn in a very supportive environment. The lawyers at my firm were wonderfully supportive and encouraged me to learn and improve my professional development. I did at times, however, struggle with the workload and hours."*

*"Taught me to help people with a variety of files while providing me with face-to-face access pretty much anytime to answer questions."*

#### Effective guidance and mentorship

*"Good all-around training and mentorship. Good firm culture. Firm was sensitive to my family obligations. Feedback was generally constructive. I had several opportunities to make real contributions to files which was motivating."*

#### Exposure to many core areas of law

*"I articulated in a small office where there were opportunities to work with direct guidance and consultation from my principal every day, as needed. My principal ensured that I received training and practical experience in all core areas of law, as well as assigning me more files and tasks relating to areas in which I was particularly interested."*

#### Opportunity to work in area of specific interest

*"Because it was in an area of practice that is my specific interest and it lead to my current position."*

#### Feeling prepared to practice as a new lawyer / New skills

*"While it was a steep learning curve, I gained valuable experience in the past 12 months and feel well-prepared to practice."*

#### Supportive work environment

*"I was in a very kind, supportive, and healthy work environment. I was given a lot of hands on experience and everyone at the firm was generally supportive. The only reason I wasn't very satisfied was because there was a lack of mentorship (purely because all lawyers at the firm were relatively new calls)."*

#### Exposure to clients

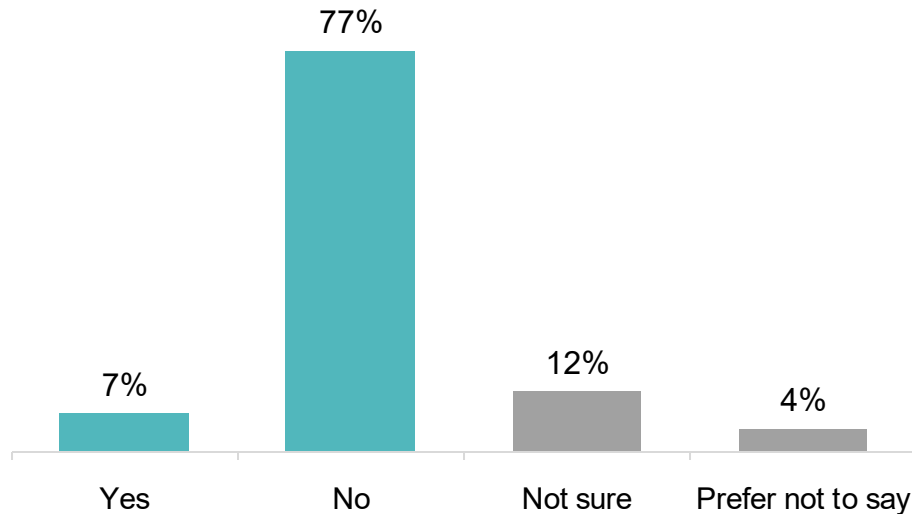
*"In the rural practice I articulated in, I was provided the opportunity to work with a variety of clients in different areas of the law. My mentor was constantly available and providing a wealth of knowledge, experience and patience."*

## One-in-ten clerks claimed they experienced discrimination during the recruitment process.

### Articling Clerks and Those who Completed Articling in the Past 5 Years

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

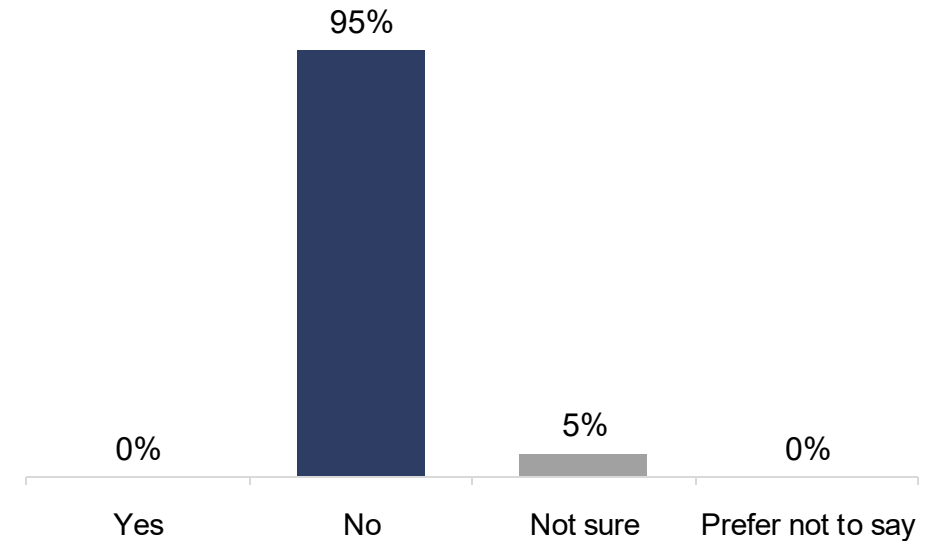
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

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

(n=19)

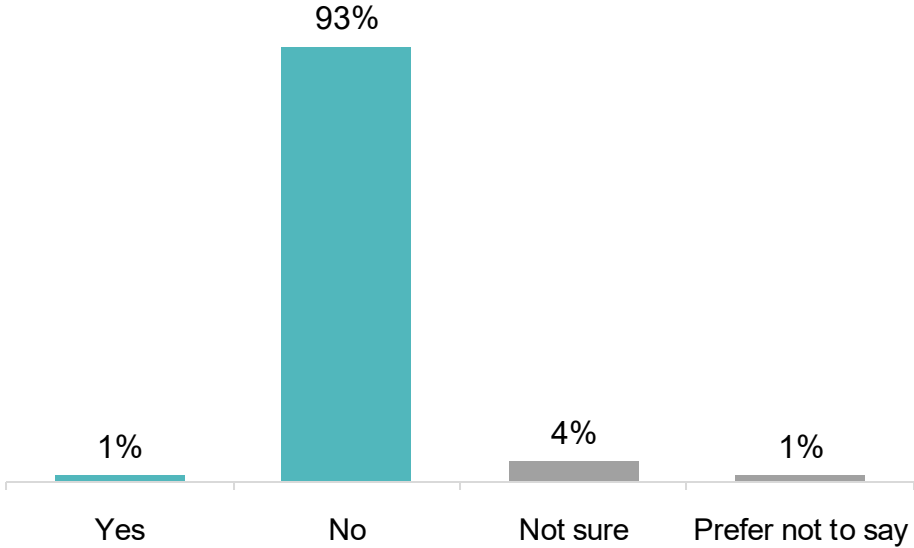




Some clerks experienced harassment during recruitment.

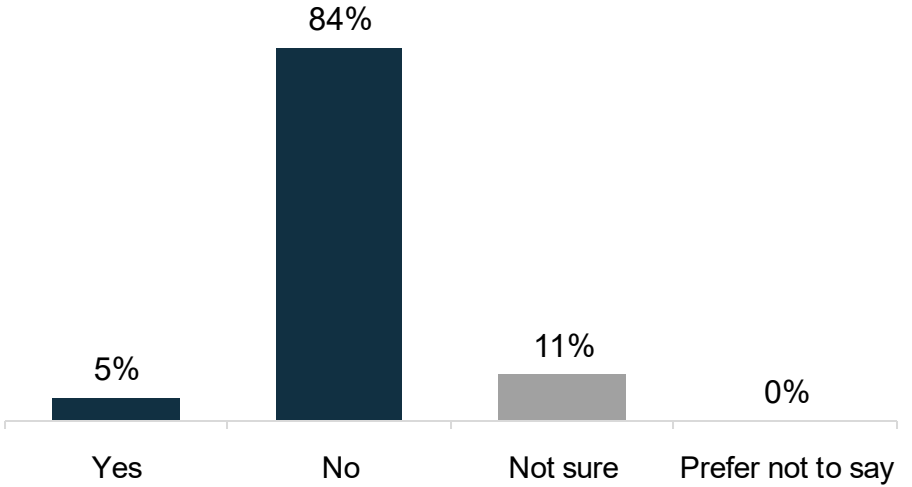
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

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**Principals, Recruiters, and Non-Principal Mentors**

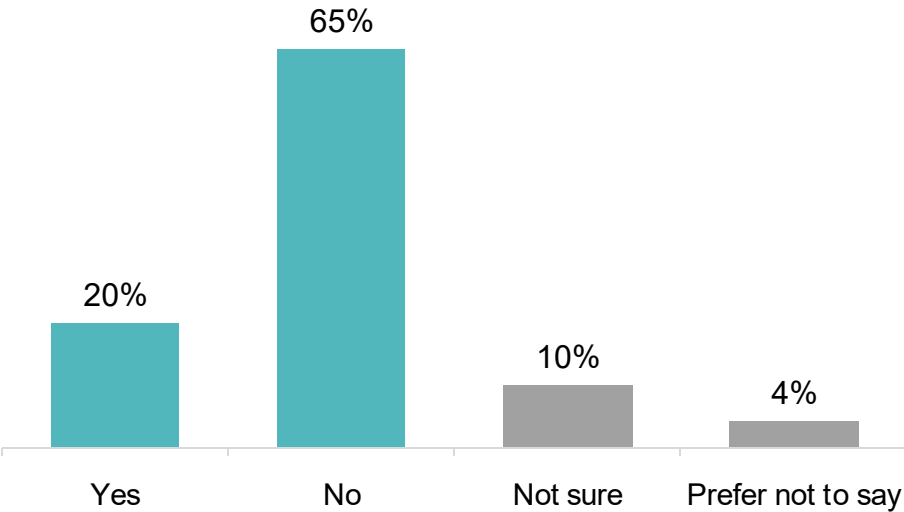
*Has your firm/organization ever had a candidate indicate that they have been harassed related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process? (n=19)*



During articling, one-in-five experienced discrimination.

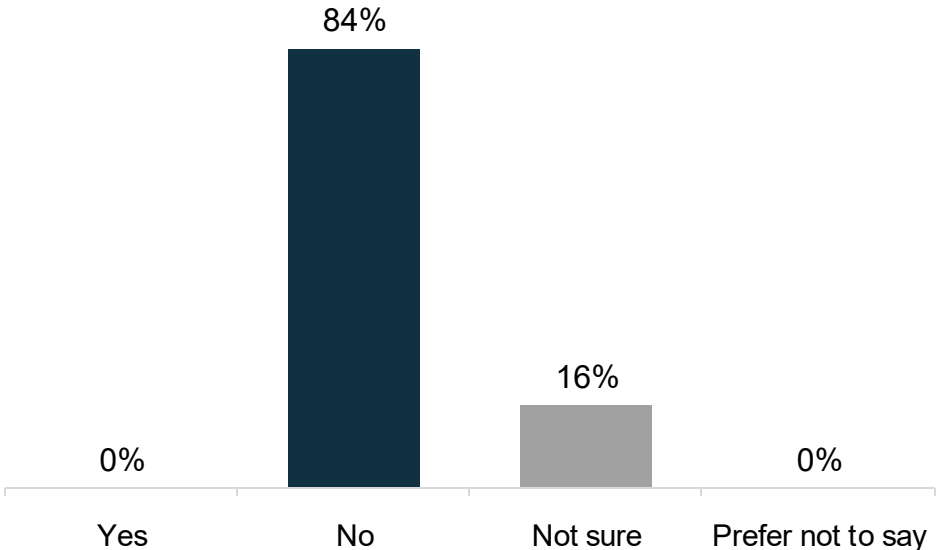
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*During your articling, did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?*  
(n=69)



**Principals, Recruiters, and Non-Principal Mentors**

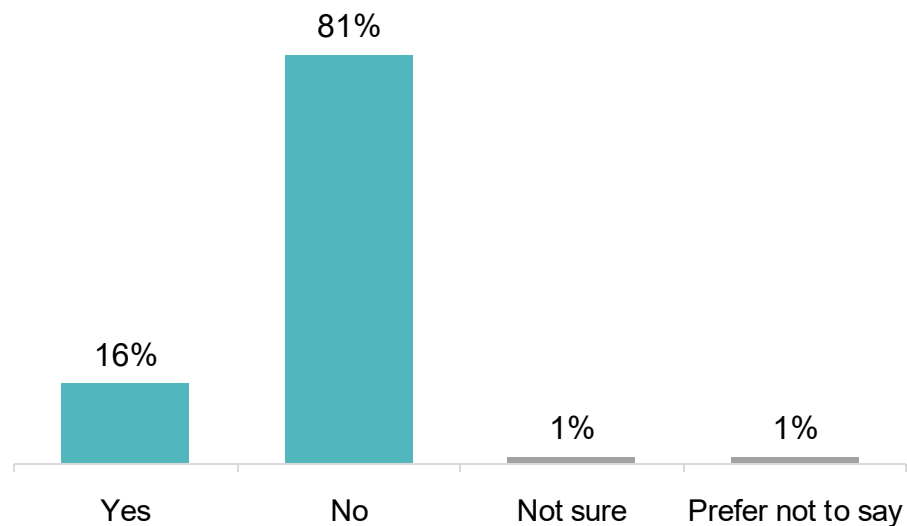
*Has an articling student come to you with concerns about being discriminated against by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?*  
(n=19)



## Close to one-in-five experienced harassment during articling.

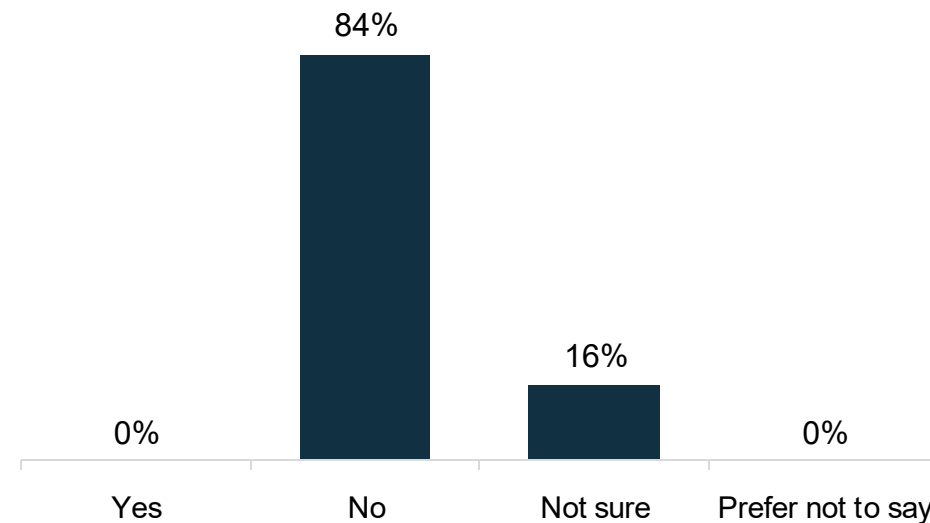
### Articling Clerks and Those who Completed Articling in the Past 5 Years

*During your articling, did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?*  
(n=69)



### Principals, Recruiters, and Non-Principal Mentors

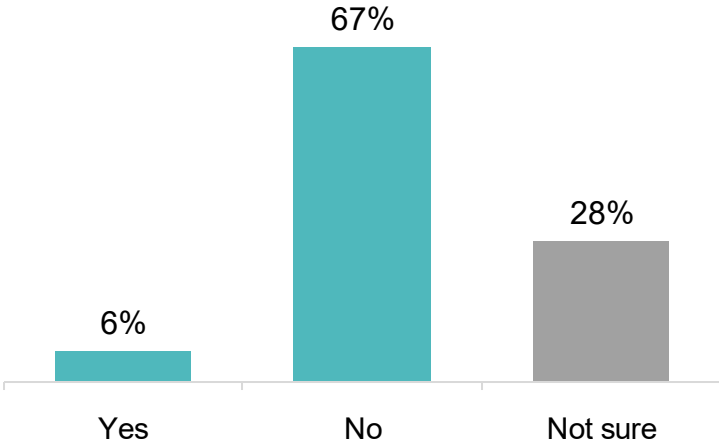
*Has an articling student come to you with concerns about being harassed by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?*  
(n=19)



**While the majority of principals, recruiters, and mentors believed that resources to address discrimination and/or harassment were accessible, most clerks felt they were not.**

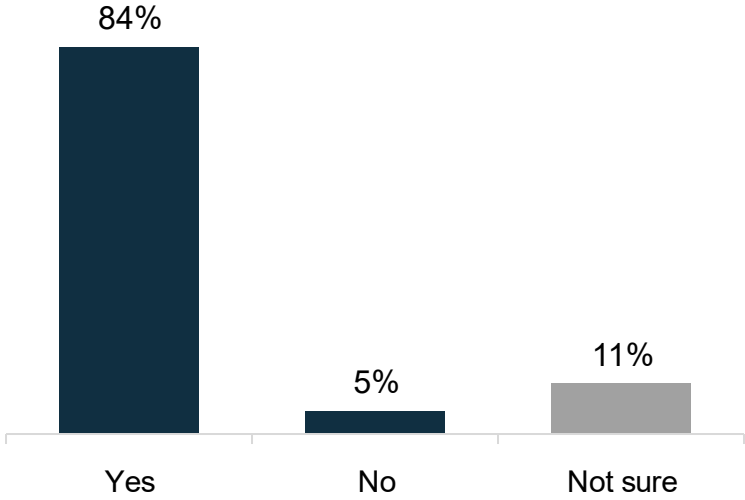
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Were resources available to address the discrimination or harassment you experienced?*  
(n=18)



**Principals, Recruiters, and Non-Principal Mentors**

*If an articling student believes they have been discriminated against or harassed by someone in your firm/organization, is there a place they can confidentially address their concerns?*  
(n=19)

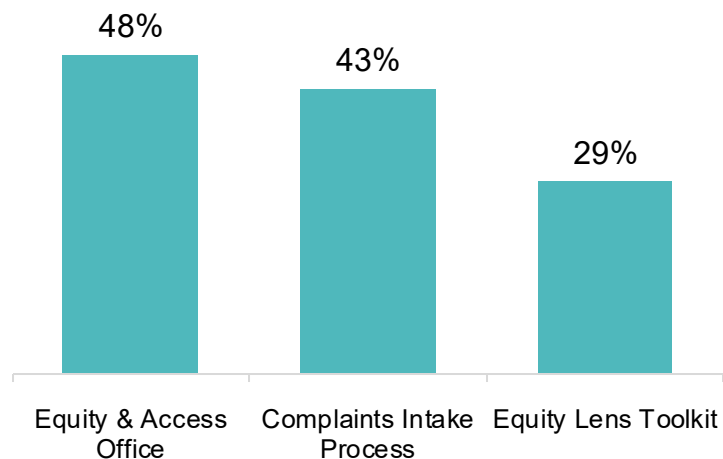




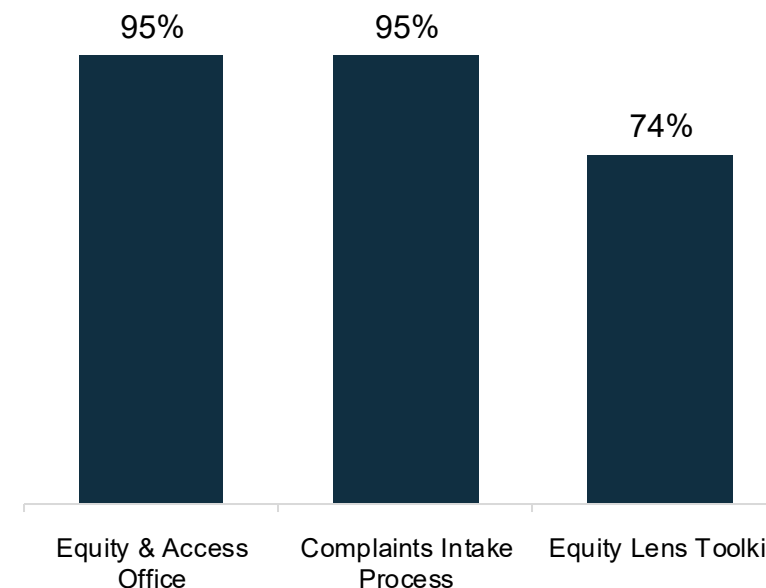
**There is an opportunity to enhance awareness of the available resources, as fewer than half of the clerks are aware of them.**

**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*During your articling, are/were you aware of the following supports/resources available through the Nova Scotia Barristers' Society?*  
(n=69)



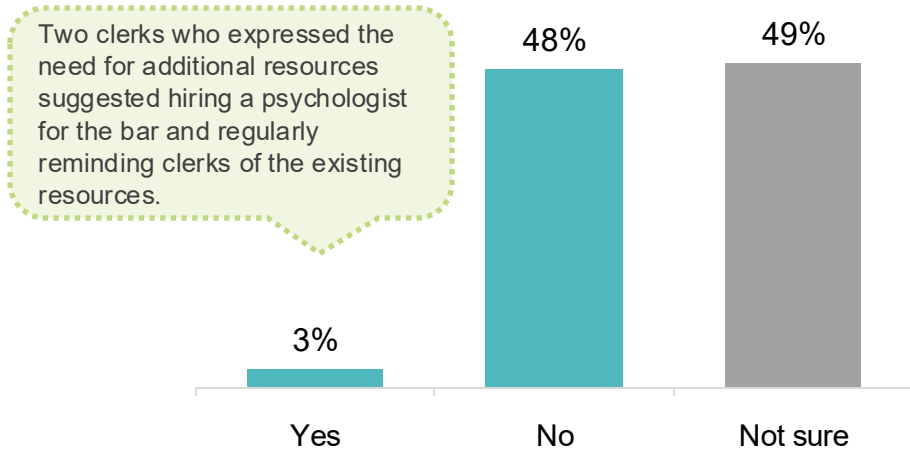
**Principals, Recruiters, and Non-Principal Mentors**  
*Were you aware of the following supports/resources available through the Nova Scotia Barristers' Society?*  
(n=19)



**Very few feel that there is need for additional resources to address equity, diversity and inclusion or well-being issues.**

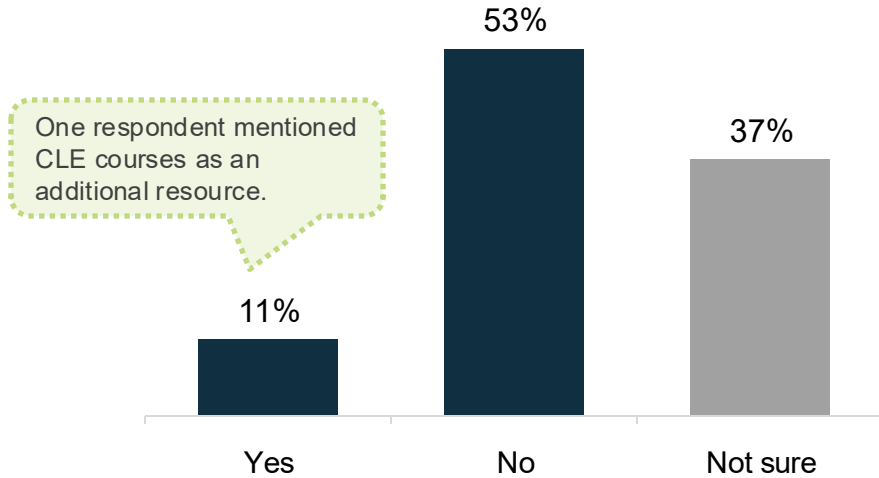
**Articling Clerks and Those who Completed Articling in the Past 5 Years**

*Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles? (n=69) / Please list what resources from the Law Society would have assisted you with equity, diversity and inclusion or well-being issues during your articles. (n=2)*



**Principals, Recruiters, and Non-Principal Mentors**

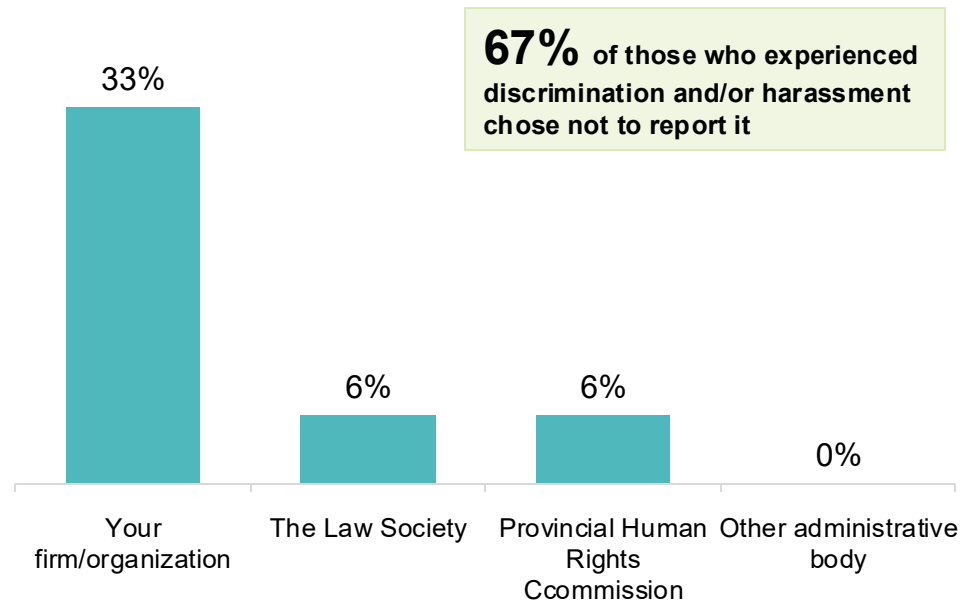
*Were there any other resources from the Law Society that would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues? (n=19) / Please list what resources from the Law Society would have assisted you or your students with lawyer competence. (n=1)*



## Two-thirds of those who experienced discrimination and/or harassment did not report these experiences.

### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies?*  
(n=18)



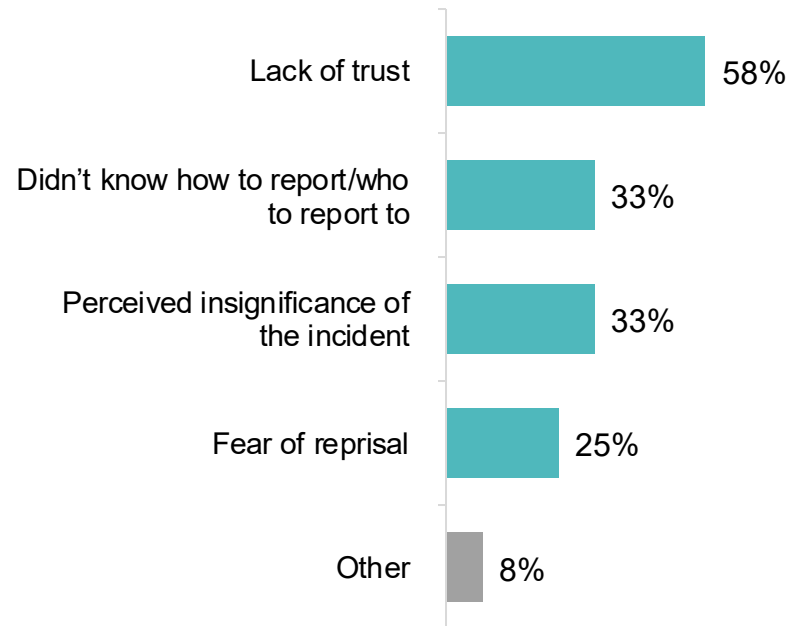
*What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved?*  
(n=6)

- **Dismissal of concerns**
  - cited by 2 clerks, one of whom reported to the firm and the other one to the NSBS
- **No resolution**
  - Lack of accountability for inappropriate behavior by senior staff
  - Disparity in pay and workload between male and female clerks persisted
- **Still waiting for an answer / resolution**

**The key barriers to reporting experiences of discrimination and / or harassment include lack of trust, unfamiliarity with the reporting process, perceived insignificance of the incident, and fear of reprisal.**

### Articling Clerks and Those who Completed Articling in the Past 5 Years

*Why didn't you report the discrimination/harassment?  
(n=12)*



NOTE: Other responses were coded and added to the answer options.

*Is there anything else you would like to share about your experience or the resources available to help you address a discrimination or harassment issue? (n=9)*

#### **Clerks' vulnerability and need for a safe reporting process**

*"There needs to be a dedicated point person at the regulator for articling students and lawyers to report their experiences to. I am usually quite aware of resources available to me, and was aware of no one. But even if such a person existed, why would I report anything? The firm would know it was me and I would be ostracized immediately with potentially devastating consequences."*

*"There needs to be an easy-out option for people who are proceeding through articling and know that if they speak out they have a safe spot to land and complete articles. There also needs to be security/anonymity for those coming forward. This is rarely two people with equal power coming forward to discuss something - this is someone who is inherently vulnerable with someone who has the capacity to tank a career with enough incentive."*

#### **Lack of confidence in regulatory bodies to address issues effectively**

*"Honestly, I don't think it would have made a difference had I formally reported it elsewhere. I am a single income household and in that sense financially vulnerable. Any potential backlash, I would not have risked."*

*"I do not think the regulatory bodies (or at least the NSBS) have the guts to call out their peers for this kind of issue. They would rather shove it under the rug - and they do."*

#### **Emotional reflection on negative experiences during articling**

*"I didn't realize how angry I felt about my articling experience until I completed this survey and was prompted to think about the stuff (I had another word here, but I'm trying to be polite) I went through. I hope that other articling students had a much better experience and that the old misogynistic dinosaurs will all retire in the next 5 to 10 years."*

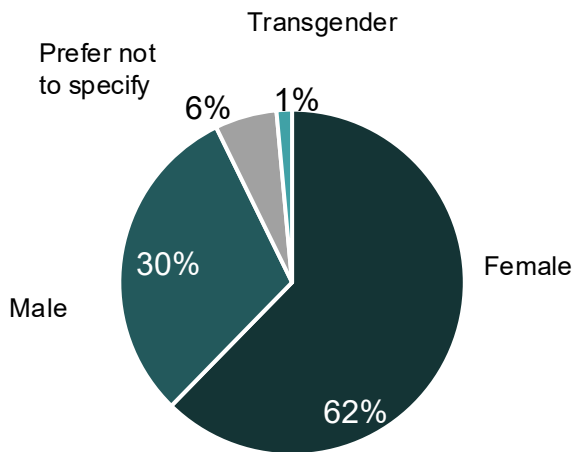
*"The amount of sexual assault, harassment, and coercion that occurs during articling (and for junior lawyers) is unacceptable and remains hidden in the shadows. Work needs to be taken to address this issue. It is unacceptable."*



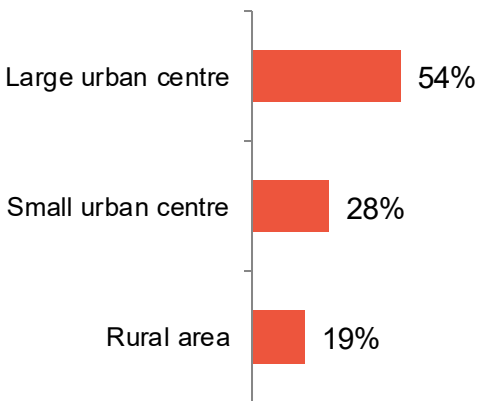
# APPENDIX



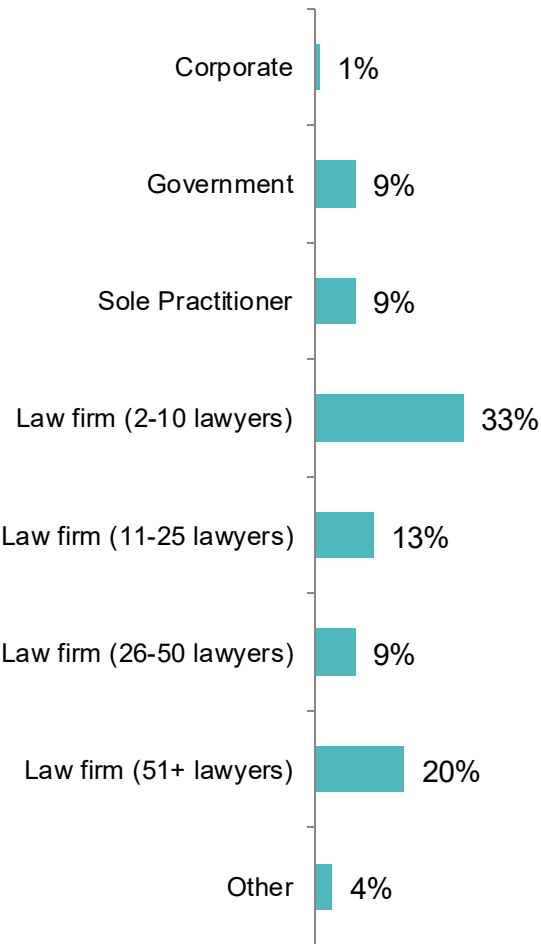
**Gender**



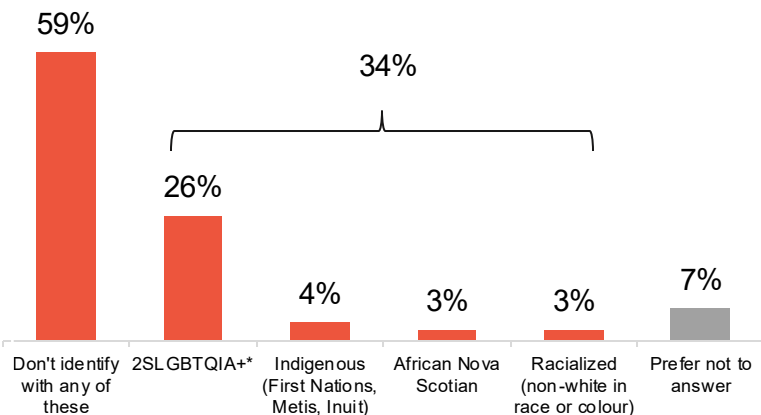
**Articling Location**



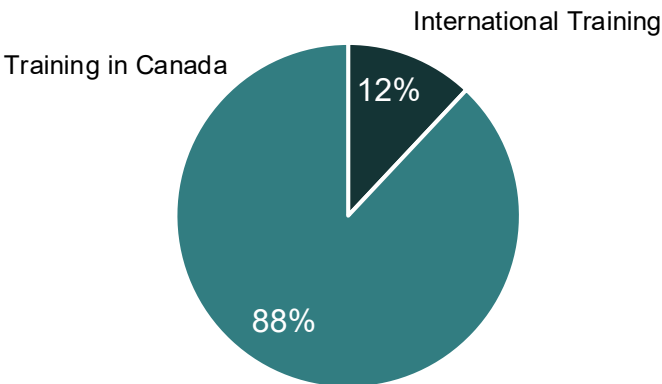
**Practice Setting of Recruiting Organization**



**Equity-Deserving Groups**



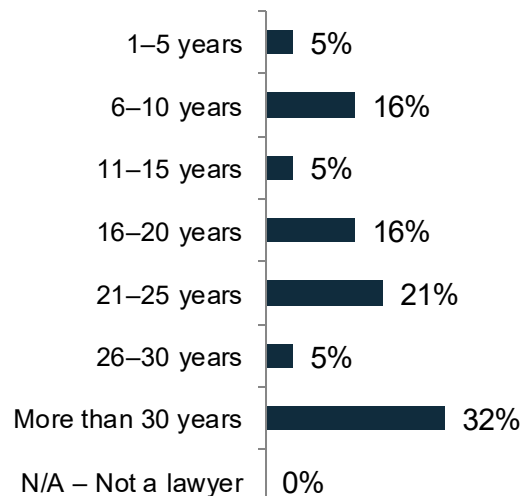
**Education**



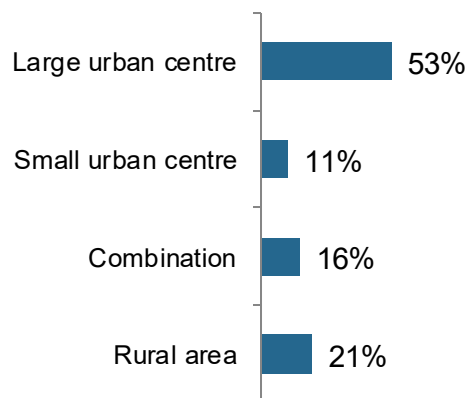
\*This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender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



### Tenure as a Lawyer



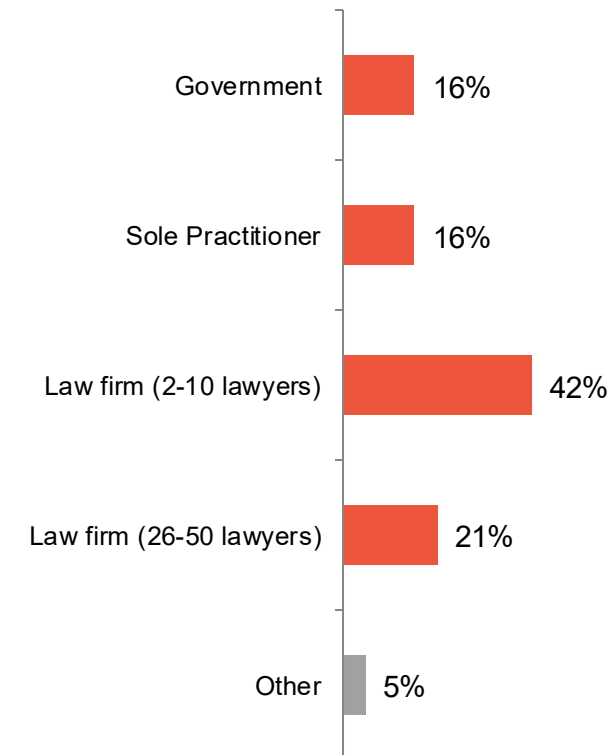
### Articling Location



### Primary Area(s) of Practice

|     |                                        |
|-----|----------------------------------------|
| 11% | Aboriginal                             |
| 32% | Administrative / Boards / Tribunals    |
| 11% | Arbitration & Mediation                |
| 5%  | Bankruptcy / Insolvency / Receivership |
| 11% | Charities & Not-for-Profit             |
| 42% | Civil Litigation                       |
| 5%  | Competition                            |
| 21% | Constitutional & Human Rights          |
| 21% | Construction                           |
| 32% | Corporate & Commercial                 |
| 16% | Criminal (Defence)                     |
| 11% | Criminal (Prosecution)                 |
| 5%  | Education                              |
| 16% | Employment / Labour                    |
| 11% | Entertainment                          |
| 16% | Environmental & Natural Resources      |
| 42% | Family & Domestic                      |
| 11% | Health                                 |
| 11% | Immigration                            |
| 16% | Indigenous                             |
| 21% | Insurance                              |
| 11% | Intellectual Property                  |
| 16% | International                          |
| 11% | Municipal                              |
| 16% | Pensions & Benefits                    |
| 32% | Personal Injury                        |
| 11% | Privacy                                |
| 42% | Real Estate Conveyancing               |
| 11% | Landlord & Tenant                      |
| 16% | Tax                                    |
| 47% | Wills and Estates                      |
| 5%  | Other                                  |

### Practice Setting of Recruiting Organization





## Survey Purpose

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

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

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

## Target Audience

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

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

## Survey Availability

Nova Scotia Barristers' Society sent survey invitations to all members of the profession in Nova Scotia using the email addresses registered with the Society. Two online surveys were completed between May 9 and June 20, 2024. mentors. The Law Society of Alberta managed the data collection process, which included programming and hosting the surveys in English.

## Questions Asked

The full questionnaires are in the appendix starting on page 65.



## Process to Maximize Response Rates

To maximize participation, survey completion was incentivized by a draw for a ticket to the Canadian Bar Association – Nova Scotia Branch's Bench & Bar Dinner. In addition, the surveys were promoted using the following channels:

- targeted direct emails to all current clerks and principals and anyone who was a clerk or a principal within the last five years
  - a reminder was sent approx. 1 week before the deadline
- two news items to the NSBS website: one announcement and one reminder
- announcements and reminders to social media channels.

## Response Rate Achieved

The surveys were completed by a total of 69 current articling clerks and those who completed articling in the past 5 years but are not practicing and 19 principals, recruiters and non-principal mentors.

An estimated **19% participation rate** of Nova Scotia articling clerks and those who completed articling in the past 5 years was achieved based on a distribution list of approximately 360 contacts.

An estimated **participation rate cannot be determined for principals, recruiters and mentors** because the roles of mentor and recruiter are not tracked by the Society. There are approximately 200 principals in Nova Scotia.

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

The data was not weighted.

## Survey Limitations

These surveys are a census (non-probability sample) where all Nova Scotia lawyers, current articling clerks and those who completed articling in the past 5 years were invited to participate using the email address registered with the Nova Scotia Barristers' Society. Ensuring all eligible lawyers and clerks with an email address receive the survey is intended to eliminate as much "coverage bias" as possible in this survey.

Similar to all online surveys, response bias and non-response bias still exists, which means the results may not be fully and truly representative of the sentiments of the Nova Scotia legal profession.

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

### [INTRO SCREEN]

#### Survey Purpose

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

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

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

#### What is Involved?

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

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

#### Incentive

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

### [INTRO SCREEN]

#### Confidentiality and Data Security

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

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

#### Contact Information

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

Law Society of Alberta: [feedback@lawsociety.ab.ca](mailto:feedback@lawsociety.ab.ca)

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

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

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

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

**[NEW PAGE]**

**[SINGLE CHOICE]**

1. In which year did you start articling?

**[DROP DOWN MENU]**

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

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

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

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

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

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

**[NEW PAGE]**

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

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

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

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

**[NEW PAGE]**

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

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

**[NEW PAGE]**

**[NUMERIC OPEN END. MIN 1 MAX 120]**

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

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

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

1. Yes
2. No

**[NEW PAGE]**

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

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

1. Yes
2. No
3. Shared expense

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=1]**

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

1. Yes
2. No



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

### [SHOW IF Q2=4]

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

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

### [NEW PAGE]

#### [SINGLE CHOICE GRID]

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

- **Ethics and professionalism** is about acting ethically and professionally in accordance with the standard set by each Law Society's Code of Conduct.
- **Practice management** is about effectively managing time, files, finances, and professional responsibilities, as well as being able to delegate tasks and provide appropriate supervision.
- **Client relationship management** is about dealing with clients in a professional, ethical and timely manner to meet their needs and expectations in relation to their legal matter.

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

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

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

### [NEW PAGE]

#### [MULTIPLE CHOICE]

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

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

### [NEW PAGE]

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

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q19=6]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=1]**

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

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

**[NEW PAGE]**

**[OPEN END. SKIP IF Q3=1]**

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

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

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

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

**NEW PAGE]**

**[OPEN END. SKIP IF Q3=1]**

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[MULTIPLE CHOICE]

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

[RANDOMIZE]

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

[NEW PAGE]

[MULTIPLE CHOICE]

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

[RANDOMIZE]

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

**[NEW PAGE]**

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

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

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

**[NEW PAGE]**

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

30. Describe how the pandemic impacted your articling experience.

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q31=2 or 3]**

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

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

1. Yes
2. No

**[NEW PAGE]**

**[SINGLE CHOICE GRID]**

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[OPEN END]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q39=2 or 3]

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

[NEW PAGE]

[OPEN END – SKIP IF Q41=2]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[OPEN END]

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

[NEW PAGE]

[SINGLE CHOICE]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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

1. Yes
2. No
3. Not sure



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

**[NEW PAGE]**

**[SINGLE CHOICE GRID]**

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

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

**[NEW PAGE]**

**[OPEN END]**

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

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[OPEN END – SKIP IF Q58=2 or 3]**

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

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

**[NEW PAGE]**

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

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

**[NEW PAGE]**

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

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

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

**[NEW PAGE]**

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

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

**[NEW PAGE]**

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

64. What is/was your articling location?

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=1 OR 3]**

66. What year were you called to the bar?

**[DROP DOWN MENU]**

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



## Articling Survey for Articling Clerks & Those who Completed Articling in the Past 5 Years

[NEW PAGE]

[SINGLE CHOICE]

67. Where did you attend law school?

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

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

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

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

[NEW PAGE]

[SINGLE CHOICE]

70. Do you identify as....?

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

### [Redirect – Closing]

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

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

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

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

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

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

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

### Contest Entry

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

### [INTRO SCREEN]

#### Survey Purpose

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

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

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

#### What is Involved?

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

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

#### Incentive

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

### [INTRO SCREEN]

#### Confidentiality and Data Security

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

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

#### Contact Information

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

Law Society of Alberta: [feedback@lawsociety.ab.ca](mailto:feedback@lawsociety.ab.ca)

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

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

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

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

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

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

**[NEW PAGE]**

**[OPEN END. ASK IF Q1=4]**

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

**[TERMINATE IF Q1=4]**

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

1. Yes
2. No
3. Not sure



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

**[OPEN-END – SKIP IF Q6=1 or 3]**

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

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

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

**[NEW PAGE]**

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

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

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

**[NEW PAGE]**

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

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q3=2]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE, ASK IF Q13=1]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

18. Next, we would like to ask you about the training articling students receive. Outside of the formal requirements set out by your Law Society, do you use a plan to guide the learning for your student(s) throughout their articling experience?

1. Yes
2. No

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

1. Yes
2. No
3. Not sure



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

[NEW PAGE]

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

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

[NEW PAGE]

[SINGLE CHOICE GRID]

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

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

- **Substantive legal knowledge** is about understanding the substantive aspect of the law like the laws of contracts, torts, wills and real property.
- **Communication skills** is about lawyers possessing strong oral, written and communications skills to effectively represent clients and communicate professionally and effectively, as necessary for the practice of law.
- **Analytical skills** is about lawyers having the skills to effectively identify issues and analyze problems on behalf of clients, as well as properly research those issues and problems to advise clients.



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

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

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

### [NEW PAGE]

#### [MULTIPLE CHOICE]

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

[NEW PAGE]

[SINGLE CHOICE GRID]

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

|                                                                                                          | Strongly disagree     | Disagree              | Neither agree nor disagree | Agree                 | Strongly Agree        | Not sure              |
|----------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| 1. Students are provided with regular feedback on their work performance                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Students are provided with regular feedback on their skills development                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. There is someone available to answer students' questions or clarify things when they need help        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Overall, I am satisfied with the mentoring students receive during articling at our firm/organization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]

[SINGLE CHOICE]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

**[OPEN END]**

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

**[NEW PAGE]**

**[OPEN END]**

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

**[NEW PAGE]**

**[OPEN END]**

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

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

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

**[RANDOMIZE]**

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

**[NEW PAGE]**

**[SINGLE CHOICE, SKIP IF Q4=1]**

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

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

**[NEW PAGE]**

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

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

**[NEW PAGE]**

**[SINGLE OPTION]**

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

1. Yes
2. No
3. Not sure

**[NEW PAGE]**

**[SINGLE CHOICE – SKIP IF Q37=2 or 3]**

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

1. Yes
2. No
3. Not sure



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No

[NEW PAGE]

[SINGLE CHOICE GRID]

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

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

[NEW PAGE]

[SINGLE CHOICE]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q45=2 or 3]

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

[NEW PAGE]

[SINGLE CHOICE]

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

[NEW PAGE]

[OPEN ENDED – SKIP IF Q47=1, 2 OR 3]

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

[NEW PAGE]

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

[SINGLE OPTION]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

[NEW PAGE]

[SINGLE OPTION]

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

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

[NEW PAGE]

[OPEN END]

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

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

[NEW PAGE]

[SINGLE OPTION]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE GRID]

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

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

[NEW PAGE]

[OPEN END]

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

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q60=2 or 3]

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

62. How many years have you been a lawyer?

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

**[NEW PAGE]**

**[SINGLE CHOICE]**

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

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

**[NEW PAGE]**

**[MULTIPLE CHOICE]**

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

1. Aboriginal
2. Administrative / Boards / Tribunals
3. Arbitration & Mediation
4. Bankruptcy / Insolvency / Receivership
5. Charities & Not-for-Profit
6. Civil Litigation
7. Competition
8. Constitutional & Human Rights
9. Construction
10. Corporate & Commercial
11. Criminal (Defence)
12. Criminal (Prosecution)
13. Education
14. Employment / Labour
15. Entertainment
16. Environmental & Natural Resources
17. Family & Domestic
18. Health
19. Immigration
20. Indigenous
21. Insurance
22. Intellectual Property
23. International
24. Municipal
25. Pensions & Benefits

26. Personal Injury

27. Privacy

28. Real Estate Conveyancing

29. Landlord & Tenant

30. Tax

31. Wills and Estates

32. Other (please specify) \_\_\_\_\_

**[NEW PAGE]**

**[SINGLE CHOICE]**

65. Where is your firm/organization located?

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



## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

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

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

\*Definition taken from the University of British Columbia Equity and Inclusion glossary of terms.

### [NEW PAGE]

### [SINGLE CHOICE]

68. Do you identify as....?

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

### [Redirect – Closing]

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

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

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

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

## Articling Survey for Principals, Recruiters, & Non-Principal Mentors

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

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

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

### Contest Entry

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