

Career Choices Study

Questionnaire

June 2007

Instructions for Completing the Survey:

We ask that you complete the survey questions using a blue or black ink pen. Kindly note, a survey reader will transcribe your answers. Please ensure that your responses are legible.

The survey will take approximately 20 minutes to complete. Kindly complete and return this survey in the postage paid reply envelope provided **by no later than Monday July 23, 2007**.

If you have any questions concerning the survey, please do not hesitate to contact Josée Bouchard, Equity Advisor at the Law Society, at 416.947.3984, or by email at JBouchar@lsuc.on.ca. You may also contact Hugh Anderson of *The Strategic Counsel*, at 416.975.4465 ext. 232, or by email at handerson@thestrategiccounsel.com.

Thank you in advance for your participation.

Assurance of Confidentiality

The Law Society of Upper Canada has engaged the services of *The Strategic Counsel*, a national marketing research firm, to conduct this survey. All of your responses will be kept strictly confidential, and none of your answers will in any way be attributed to you personally. The report that *The Strategic Counsel* provides to The Law Society of Upper Canada will contain only aggregate information.

SELECTION OF LAW SCHOOL

Pre Bar/Pre Article

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

- ¹ Completed fewer than two years undergraduate studies
- ² Completed two years without obtaining an undergraduate degree
- ³ Completed three years without obtaining an undergraduate degree
- ⁴ Obtained a three year undergraduate degree
- ⁵ Obtained a four year undergraduate degree
- ⁶ Completed at least one year of a post graduate degree
- ⁷ Obtained a post graduate degree

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

- ¹ I did not attend law school as a mature student

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

	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE
Osgoode Hall Law School (York University)	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
Queen's University	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
University of Ottawa English Common Law Section	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
University of Ottawa French Common Law Section	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
University of Ottawa Droit civil	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
University of Toronto	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
University of Western Ontario	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
University of Windsor	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Out of province (please specify institution) _____	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Out of country (please specify institution) _____	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰

4. From which institution(s) did you obtain a law degree? (Please select all that apply)

- ¹ Osgoode Hall Law School (York University)
- ² Queen's University
- ³ University of Ottawa English Common Law Section
- ⁴ University of Ottawa French Common Law Section
- ⁵ University of Ottawa Droit civil
- ⁶ University of Toronto
- ⁷ University of Western Ontario
- ⁸ University of Windsor
- ⁹ Out of province (please specify institution) _____
- ¹⁰ Out of country (please specify institution) _____

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

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

	Q.5 HAD BEARING ON CHOICE (Select All That Apply)	Q.6 MOST IMPORTANT (Select 2 Most Important Reasons)
Location of law school affordable	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
Location of law school where I wanted to practise/work	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Strong academic reputation	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Curriculum strongly linked to areas I wanted to study/practise	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
Tuition costs	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Financial aid available	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Language of program	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
Availability of flexible/part-time program	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Availability of joint programs	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Availability of student support programs	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Attractive extra-curricular law school activities	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Opportunities to develop skills relevant to the practice of law	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
My undergraduate academic standing	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Availability of community support	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Availability of family support	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
Services offered by law school career development officers	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶
Other (please specify) _____	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷



7. To which Bar(s) have you been called? (Please select all that apply)

- ¹ Alberta
- ² British Columbia
- ³ Manitoba
- ⁴ New Brunswick
- ⁵ Newfoundland
- ⁶ Nova Scotia
- ⁷ Ontario
- ⁸ PEI
- ⁹ Quebec
- ¹⁰ Saskatchewan
- ¹¹ Yukon
- ¹² Northwest Territories
- ¹³ Nunavut
- ¹⁴ A Bar outside Canada (please identify country) _____
- ¹⁵ I have not been called to the Bar

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

- ¹ Yes (CONTINUE)
- ² No (SKIP TO Q.10)

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

_____ years

Articling

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

- ¹ I will be articling in Ontario but have not yet begun my articles
- ² I am currently articling in Ontario
- ³ I articulated in Ontario but have not yet begun practising/working
- ⁴ I articulated in Ontario and am currently practising/working
- ⁵ I have not and will not be articling in Ontario but have not begun practising/working (Please skip to Q. 17)
- ⁶ I am currently practising/working but did not article in Ontario (Please skip to Q.17)

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

12. Did any of the following factors influence your choice of articling position? (Please select all that apply)
13. And which of these was the greatest influence in your choice of articling position?

	Q.12 INFLUENCE CHOICE OF ARTICLING POSITION (Select All That Apply)	Q.13 GREATEST INFLUENCE (Select One Only)
I had summered at the firm/organization and was hired back	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
I worked in the area of law during law school	<input type="checkbox"/> ²	<input type="checkbox"/> ²
The firm/organization offers a mentorship program	<input type="checkbox"/> ³	<input type="checkbox"/> ³
The environment at the firm/organization is supportive	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
The firm/organization offers internal professional development programs	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Firm/organization provides support for external professional development	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Perceived prestige of firm/organization	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
The firm/organization has a diverse workforce	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Firm/organization has work life balance policies/statements/practices	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Firm/organization has policies/statements/practices about maternity/parental leaves or family responsibilities	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Good remuneration	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Good benefits	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
Hire back policies	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
The practice areas offered by the firm/organization	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Family members who are lawyers	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
I had a preferred city/town in which I wanted to article	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶
I wanted to return home to article	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷
Other (please specify) _____	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸
None of these factors influenced my choice of articling position	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹

14. From among the following, please indicate the top three areas of law in which you wanted to gain experience during **ARTICLING**.
15. And which were the top three areas in which you actually gained experience during articling?
(Please answer this question only if you have completed your articles)

	Q.14 TOP 3 AREAS IN WHICH WANTED TO GAIN EXPERIENCE			Q.15 TOP THREE AREAS IN WHICH ACTUALLY GAINED EXPERIENCE		
	TOP	2 ND	3 RD	TOP	2 ND	3 RD
Aboriginal Law	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
ADR/Mediation Services	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Administrative Law	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Bankruptcy & Insolvency Law	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
Civil Litigation - Plaintiff	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Civil Litigation - Defendant	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Construction Law	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
Corporate/Commercial Law	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Criminal/Quasi Criminal Law	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Employment/Labour Law	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Environmental Law	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Family/Matrimonial Law	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
Human Rights/Social Justice	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Immigration Law	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Intellectual Property Law	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
International Law	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶
Language Rights Law	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷
Poverty Law	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸
Real Estate Law	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹
Securities Law	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰
Tax Law	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹
Wills, Estates, Trusts Law	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²
Workplace Safety & Insurance Law	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³
Other (Please specify) _____	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴

SETTINGS FOR ARTICLING AND THE PRACTICE OF LAW

Settings for Articling

If you did not or will not be articling in Ontario, please skip to Q.17

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

	TOP 3 PREFERENCES FOR SETTING PRIOR TO ARTICLING			ACTUAL ARTICLING SETTING
	TOP	2 ND	3 RD	
Sole practice outside of Toronto	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
Small private law firm outside of Toronto (less than 5 lawyers)	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Medium private law firm outside of Toronto (5 – 10 lawyers)	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Large private law firm outside of Toronto (more than 10 lawyers)	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
Sole practice in Toronto	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Small private law firm in Toronto (less than 5 lawyers)	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Medium private law firm in Toronto (5 – 50 lawyers)	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
Large private law firm in Toronto (more than 50 lawyers)	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
In-house counsel for a private corporation	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Government or a public agency	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Education	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Crown's office	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
Legal clinic	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Non-governmental organization (NGO)	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Some other setting (Please specify) _____	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
No preference	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶

Career

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

	TOP 3 PREFERENCES FOR PRACTICE SETTING			CURRENT PRACTICE SETTING
	TOP	2 ND	3 RD	
Sole practice outside of Toronto	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
Small private law firm outside of Toronto (less than 5 lawyers)	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Medium private law firm outside of Toronto (5 – 10 lawyers)	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Large private law firm outside of Toronto (more than 10 lawyers)	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
Sole practice in Toronto	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Small private law firm in Toronto (less than 5 lawyers)	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Medium private law firm in Toronto (5 – 50 lawyers)	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
Large private law firm in Toronto (more than 50 lawyers)	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
In-house counsel for a private corporation	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Government or a public agency	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Education	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Crown's office	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
Legal clinic	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Non-governmental organization (NGO)	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Some other setting (Please specify) _____	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
No preference	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶

If you are not currently practising/working in law, please skip to Q. 19

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

19. Please indicate the **top three** areas of law in which you wanted to practise/work.
20. And which are the **top three** areas of law in which you are actually practising/working? (Please answer this question **ONLY** if you are currently practising/working)

	Q.19 TOP 3 AREAS IN WHICH WANTED TO PRACTISE			Q.20 TOP THREE AREAS IN WHICH ACTUALLY PRACTISE		
	TOP	2 ND	3 RD	TOP	2 ND	3 RD
Aboriginal Law	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
ADR/Mediation Services	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Administrative Law	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Bankruptcy & Insolvency Law	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
Civil Litigation - Plaintiff	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Civil Litigation - Defendant	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Construction Law	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
Corporate/Commercial Law	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Criminal/Quasi Criminal Law	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Employment/Labour Law	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Environmental Law	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Family/Matrimonial Law	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
Human Rights/Social Justice	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Immigration Law	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Intellectual Property Law	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
International Law	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶
Language Rights Law	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷	<input type="checkbox"/> ¹⁷
Poverty Law	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸	<input type="checkbox"/> ¹⁸
Real Estate Law	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹	<input type="checkbox"/> ¹⁹
Securities Law	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰	<input type="checkbox"/> ²⁰
Tax Law	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹	<input type="checkbox"/> ²¹
Wills, Estates, Trusts Law	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²	<input type="checkbox"/> ²²
Workplace Safety & Insurance Law	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³	<input type="checkbox"/> ²³
Other (Please specify)	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴	<input type="checkbox"/> ²⁴

If you are not currently practising/working in law, please skip to Question 24

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

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

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

	Q.22 INFLUENCE CHOICE OF POSITION (Select All That Apply)	Q.23 GREATEST INFLUENCE (Select One Only)
I had articulated at the firm/organization and was hired back	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
I worked in the area of law during law school	<input type="checkbox"/> ²	<input type="checkbox"/> ²
The firm/organization offers a mentorship program	<input type="checkbox"/> ³	<input type="checkbox"/> ³
The environment at the firm/organization is supportive	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
The firm/organization offers internal professional development programs	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Firm/organization provides support for external professional development	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Perceived prestige of firm/organization	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
The firm/organization has a diverse workforce	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Firm/organization has work life balance policies/statements/ practices	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Firm/organization has policies/statements/practices about maternity/parental leaves or family responsibilities	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Good remuneration	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Good benefits	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
The practice areas offered by the firm/organization	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Family members who are lawyers	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Other (please specify) _____	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵

Debt

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

<input type="checkbox"/> ¹ I had no debt when I began law school	
	AMOUNT OF DEBT
<input type="checkbox"/> ² OSAP loan	
<input type="checkbox"/> ³ Other government loan(s)	
<input type="checkbox"/> ⁴ Bank loan(s)	
<input type="checkbox"/> ⁵ Credit card(s)	
<input type="checkbox"/> ⁶ Private loan from family/friends	
<input type="checkbox"/> ⁷ Any other type(s) of loans (Please specify) _____	
Total Amount of Debt:	

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

<input type="checkbox"/> ¹ I incurred no debt during law school	
	AMOUNT OF DEBT
<input type="checkbox"/> ² OSAP loan	
<input type="checkbox"/> ³ Other government loan(s)	
<input type="checkbox"/> ⁴ Bank loan(s)	
<input type="checkbox"/> ⁵ Credit card(s)	
<input type="checkbox"/> ⁶ Private loan from family/friends	
<input type="checkbox"/> ⁷ Any other type(s) of loans (Please specify) _____	
Total Amount of Debt:	

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

- ¹ Yes
² No (Please skip to Q. 28)

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

28. To what extent, if at all, did the debt that you were carrying during your law school studies have a negative impact on any of the following?

	HIGH IMPACT	SOME IMPACT	NOT TOO MUCH IMPACT	NO IMPACT	DON'T KNOW/ NOT SURE
Your academic performance	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
Your involvement in extra-curricular activities	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Your search for an articling position	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Your selection of law-related employment	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
The length of time to complete the program	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
The choice of law subject studied	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Other (Please specify) _____	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷

29. To what degree, if at all, did the debt you were carrying after leaving law school influence your career choices?

- ¹ Not at all (SKIP TO Q.31)
- ² To a small degree
- ³ To a moderate degree
- ⁴ Had a significant influence

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

Sources of Financial Support

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

	MAJOR SOURCE	MODERATE SOURCE	NOT USED
Your own savings	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹	<input type="checkbox"/> ¹
Income from your own employment	<input type="checkbox"/> ²	<input type="checkbox"/> ²	<input type="checkbox"/> ²
Spouse or partner's income/savings	<input type="checkbox"/> ³	<input type="checkbox"/> ³	<input type="checkbox"/> ³
Family members' income/savings	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁴
OSAP loan	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁵
Other government loan(s)	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁶
Bank loan(s)	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷	<input type="checkbox"/> ⁷
Credit card(s)	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸	<input type="checkbox"/> ⁸
Private loan from family/friends	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹	<input type="checkbox"/> ⁹
Any other type(s) of loans	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰	<input type="checkbox"/> ¹⁰
Law school bursaries or scholarships	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹	<input type="checkbox"/> ¹¹
Non-law school scholarship(s)/bursary	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²	<input type="checkbox"/> ¹²
Band funding for First Nations students	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³	<input type="checkbox"/> ¹³
Government scholarships and/or bursaries program for Aboriginal students	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴	<input type="checkbox"/> ¹⁴
Corporate or private scholarship program for Aboriginal students	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵	<input type="checkbox"/> ¹⁵
Other sources _____	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶	<input type="checkbox"/> ¹⁶

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

- ¹ Yes
- ² No (Please skip to Q. 34)
- ³ Not sure (Please skip to Q. 34)



33. Have you used that program?

¹ Yes (Please indicate how much of your debt was relieved and what percentage of your overall debt that represented)

Amount of debt relieved: _____ Percentage of overall debt: _____%

² No (Please explain why you have not used the program)

³ I was not eligible for the program (Please explain why you were not eligible)

34. Were you employed for pay at any time while you were attending law school?

¹ Yes

² No (Please skip to Q. 36)

35. For each year of law school, please indicate whether you were employed for pay during that academic year and, if you were, approximately how many hours per week on average you worked for pay during that academic year?

¹ Year 1 _____

² Year 2 _____

³ Year 3 _____

Demographics

36. Please indicate your gender.

¹ Male

² Female

³ Transgender/Transsexual

37. In what year were you born? _____

38. In what language do you feel most comfortable delivering legal services? (Please select one language only)

¹ English

² French

³ Other (Please specify) _____



39. If you selected a language other than English at Q. 38, did the language in which you are most comfortable have any impact on your articling or career choices? If it did, please explain how.

40. Please check any of the following characteristics with which you self-identify. (Please select all that apply.)

- ¹ Aboriginal (e.g., First Nation, Métis, Inuit)
- ² Francophone
- ³ Transgender/Transsexual
- ⁴ Gay/Lesbian/Bisexual
- ⁵ Person with Disabilities
- ⁶ Racialized/Person of Colour (Visible Minority)
- ⁷ Religion or Creed that is a minority in Canada
- ⁸ Other (Please specify) _____
- ⁹ I do not identify with any of these personal characteristics

41. If you have self-identified as being Aboriginal or racialized/person of colour, please specify how you identify yourself? (Please select all that apply):

- ¹ Chinese Canadian
- ² Latin American, Hispanic or Latino Canadian
- ³ African-Canadian, Black Canadian
- ⁴ South Asian (e.g. Indo-Canadian, Indian Subcontinent Canadian)
- ⁵ East-Asian Canadian (e.g. Japanese, Korean)
- ⁶ South-East Asian Canadian (e.g. Vietnamese, Cambodian, Thailand, Philippines)
- ⁷ Arab Canadian
- ⁸ First Nations
- ⁹ Métis
- ¹⁰ Inuit
- ¹¹ Other (Please specify) _____

42. If you identified with one or more personal characteristics listed at Q.40, do you believe that your identity in any way affected your articling or career choices? Please explain.

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

- ¹ I had sole custody of children who relied on me alone or in part for financial support
- ² I had shared custody of children who relied on me alone or in part for financial support
- ³ I had sole support of an adult(s) who relied on me alone or in part for financial support
- ⁴ I had shared support of an adult(s) who relied on me alone or in part for financial support
- ⁵ I had no dependents who relied on me alone or in part for financial support