

RYERSON'S LAW PRACTICE PROGRAM (LPP)

GREAT LAWYERS START HERE



FIVE YEARS OF THE LPP

INNOVATIVE • EXPERIENTIAL • ENTREPRENEURIAL

LAW
PRACTICE
PROGRAM

Ryerson
University

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LAW PRACTICE PROGRAM (LPP)

Ryerson's Law Practice Program (LPP)

It's Working!

Ryerson's successful Law Practice Program (LPP) assists the LSO in meeting its public interest obligations by better preparing lawyers to serve the Public in the 21st Century.

Very Successful – Candidates Are Working After Their Call

Tab 1

1. 87% of Year IV, once called, were working in law or law-related positions one year post-LPP
2. 90% of Year III, once Called, were working in law or law-related positions one year post-LPP
3. 84% of Year II, once Called, were working in law or law-related positions one year post-LPP
4. 75% of Year I, once Called, were working in law or law-related positions one year post-LPP

Experiential Training That Better Serves the Public

Tab 2

1. High-quality, skills-based training meets the highest public service and protection requirements
2. Standardized, supervised and assessed – Meets the highest standards for training set by the LSO
3. Excellent lawyers - 200 plus - develop, deliver, mentor, supervise and assess it
4. High-quality training that lawyers need to successfully serve the Public in the 21st Century

Work Placements for All

Tab 3

1. 100% of Candidates have been placed in each of the first five years
2. 1100 plus new placements over 5 years across the province: mid-size, boutique, small and large private firms; in-house; all 3 levels of government; and legal clinics
3. 82% paid **Year V** (stipends: 11% Year V)

Strong, Diverse Candidates - Very Successful LSO Diversity Program

Tab 4

1. Candidates reflect the Province of Ontario
2. 1100 Candidates completed the 4-month training, then 4-month work placement
3. Very successful diversity program by the LSO
4. About half are from Canadian law schools (all Ontario except Lakehead) - of the internationally-educated, half (25% of the total) started here and then went to the US or overseas for law school
5. Over 5 years: 79 different languages. **Year V**: 86 Candidates completed 19 different Masters Degrees, and 2 PhD's; 40 Candidates had practiced abroad on average 6 years

Innovative – Prepares Candidates to Serve 21st Century Society & Improves Access to Justice

Tab 5

1. Prepare Candidates to combine strong foundational skills with the ability to take advantage of change to better serve 21st Century Society
2. Business of Lawyering and Innovation components help Candidates succeed in meeting client needs in a modern and efficient way
3. Group-firm work and learning encourages success working in teams
4. Diversity and international experience opens eyes and minds to better serve Ontarians

For the Profession, by the Profession.

TAB #1

LAW PRACTICE PROGRAM (LPP)

SUCCESS AFTER THE LPP

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- 90% of Year III, once Called, were working in law or law-related positions one year post-LPP
- 84% of Year II, once Called, were working in law or law-related positions one year post-LPP
- 75% of Year I, once Called, were working in law or law-related positions one year post-LPP

A sampling of their **job titles and roles** for Year I to V include:

- | | | |
|--|---|--|
| • Account Manager | • E-Discovery | • Legal Operations Specialist |
| • Anti-Money Laundering
Client Analyst | • Ethical Wall Coordinator | • Legal & Public Policy Analyst |
| • Assistant Regulatory
Compliance Manager | • Family Barrister | • Legal Research |
| • Associate Lawyer | • In-House Corporate Counsel | • Listings Analyst |
| • Associate Legal Counsel | • In-House Counsel | • Operations |
| • Attorney at Law | • Insurance Advisor | • Partner |
| • Bilingual Staff Lawyer | • International Law
Consultant | • Policy Organizational
Specialist |
| • Business Manager | • Junior Lawyer | • Privacy Officer (Compliance) |
| • Chief Executive Officer | • Junior Litigation Associate | • Private Practitioner |
| • Compliance Manager | • Junior Partner | • Professor |
| • Consulting | • Lawyer in Association | • Project Coordinator |
| • Contract Executive | • Leasing Manager | • Research Operations Analyst |
| • Contract Review Specialist | • Legal Clinic Staff Lawyer | • Resolution Manager |
| • Contract Reviewer | • Legal Consultant | • Returning Officer and Board
Secretariat |
| • Contracts Administrator | • Legal Counsel | • Senior Processing Officer |
| • Crown Prosecutor | • Legal Counsel and
Compliance Coordinator | • Sole Practitioner |
| • Discipline Liaison | • Legal Editor | • Strategic Planner |
| • Duty Counsel | • Legal Manager | • Tech Start-Up Developer |
| • Early Resolutions Officer | • Legal Officer | |

TAB #2

LAW PRACTICE PROGRAM (LPP)

TRAINING

High-quality, innovative skills-based training, that is standardized, comprehensive, mentored and assessed.

LPP Training Component

Think about running your own general practice law firm, with three other partners, incorporating technology and online opportunities. That is what our Candidates do when they begin the Ryerson LPP each August.

The Training Component: Introducing the Virtual Law Firm (VLF)

During the Training Component, Candidates are randomly placed into virtual law firms (VLFs) of approximately four people. This ensures that LPP Candidates are exposed to group dynamics from the very beginning, which is relevant to today's successful professional development. We have had approximately 60 firms in each of Years 1, 2, 3, 4 and 5. Each firm is paired with a Mentor, who is a member of the legal profession in Ontario. Our Mentors come from across the province, average about 15 years of practice, and cover all areas of practice and workplace settings (clinics, government, private practice of all sizes, in-house counsel). These Mentors act as "Supervising Lawyers" for the VLFs, meeting with the entire firm once weekly for 17 weeks via webinar, and then bi-weekly with individual Candidates. During these interactions, Mentors and firms review the case file work that the Candidates have been working on that week, or have coming up, as well as discuss specific themes of Professionalism and Ethics, Practice and Client Management.

Competencies and Practice Areas

So what do the Candidates do during the Training Component? The LPP is "work" not school. On the basis of the expectations of the Law Society's mandate, our goal is to develop and assess in our Candidates the following skills (broadly):

- Professionalism and Ethics
- Analytical
- Research (legal and factual)
- Communications (oral and written)
- Practice Management
- Client Management

How do we develop these skills? Our Candidates meet at Ryerson 3 times for a week at a time (launch week end of August; middle of October; and middle of December). These 3 weeks offer Candidates the opportunity to engage in intensive workshops or panels (e.g. Trial Advocacy, Corporate Counsel), be assessed in-person by the bench and bar, develop and expand their professional network with each other (future colleagues) as well as members of the profession. The rest of the 14 weeks they are "working" in a simulated environment, responding to lawyer and client requests on a rapid, regular, intense basis.

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Their work is “delivered” via case files in the subject areas mandated by the LSO:

- Administrative Law (previously a Landlord/Tenant matter; more recently an Immigration matter);
- Business Law
- Civil Litigation
- Criminal Law
- Family Law
- Real Estate Law
- Wills & Estates Law

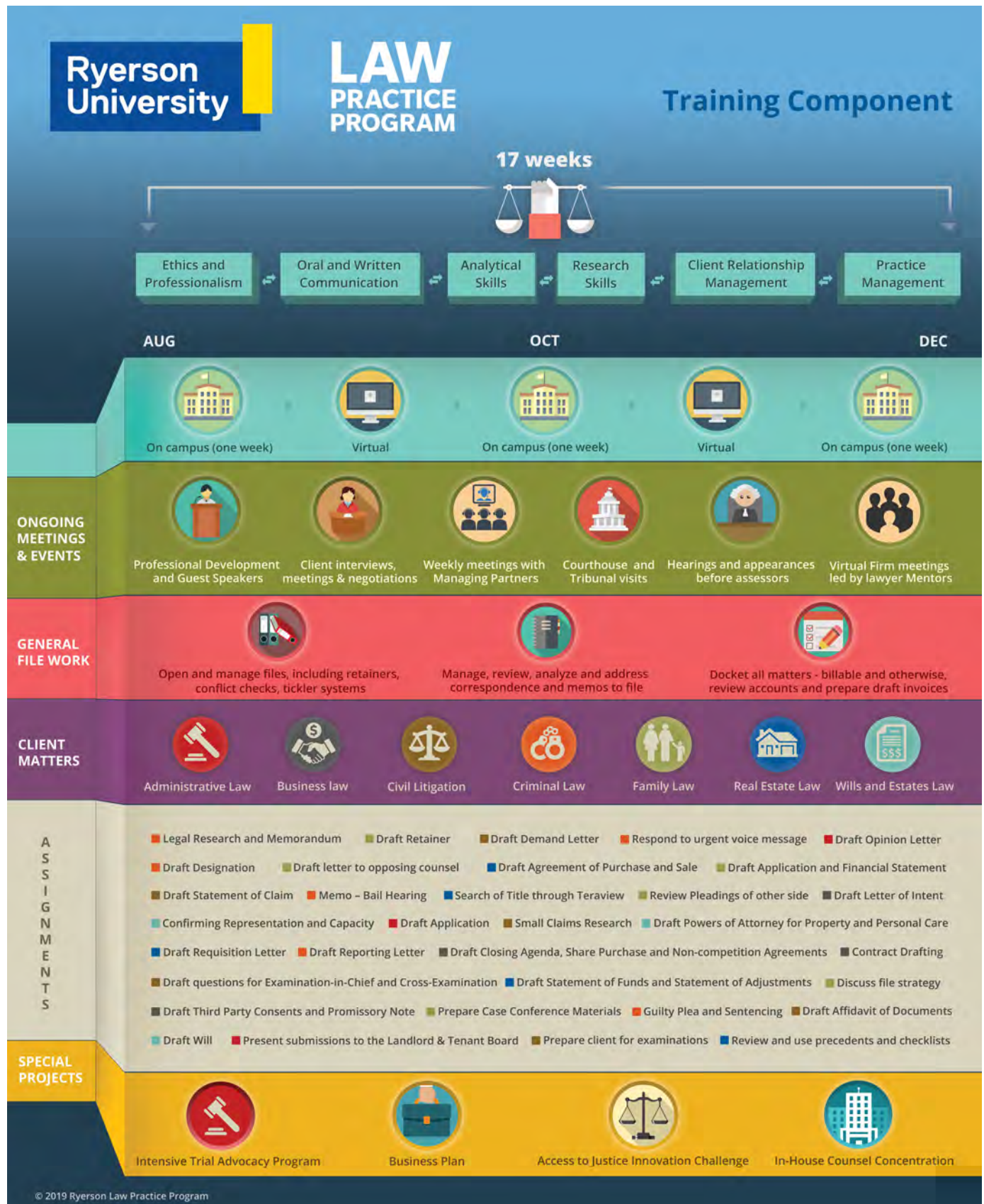
Input by the Profession: Subject Matter Experts, Mentors and Assessors

Each of the case files is developed by a Subject Matter Expert (SME), a leading Ontario practitioner in their field. The SME develops/updates a background story, online reference resources, precedents and “typical” file assignments. These assignments (over 100 in 2018) include client meetings, to opening a file to research, responding to clients’ questions, to drafting or reviewing contracts or pleadings, through to arguing or presenting before a court or tribunal, and then billing and collecting fees. Candidates receive these assignments throughout the business day/week as “emails” from “Senior Partners” in the relevant practice area. The case files are layered, beginning with work on one, then a second, eventually with all seven, therefore also building the skill of professional prioritization (aka practice management). Sometimes VLFs are working on a single file for a day or two; other times they are juggling the expectations of multiple files, as is the case in “real world” practice.

VLFs connect with their Mentors, each other, Managing Partners, Subject Matter Experts and their clients virtually through web conferencing and other online platforms (e.g. video “meetings”). Who are these clients, you might ask? In five of the files, the VLFs have the benefit of live-actor simulators, trained on the file and the requirement of “client management” skills, through Ryerson’s specialized Interpersonal Skills Teaching Centre (ISTC – see: <http://www.ryerson.ca/istc>).

Candidates submit some work through their firm, most individually. They are offered feedback by their Mentors on some of their work (particularly as they first begin the work), or self-assess based on model answers available by the SMEs (and then discussed during the weekly Firm Meetings with the Mentors). In addition, however, Candidates will be assessed by other members of the profession as specific Assessors for particular subject matter tasks (Motions, Client meetings, Negotiations, Opening/Closing Statements, Cross/Direct Examinations, Submissions, Bail Hearing, Supervisor Meetings), during the 2nd and 3rd in-person meetings. Candidates are assessed monthly by their Mentors on all six of the competencies noted above. Candidates are assessed as “Developing”, “Meets Expectations” or “Exceeds Expectations” by their Mentors and Assessors, and overall success depends on consistent and developing performance throughout the four months.

LAW PRACTICE PROGRAM (LPP)



Thank You

to our mentors, assessors, curriculum developers, guest speakers, the Ontario Bar Association, for our strategic alliance, and The Law Society of Ontario.

ADR Chambers
Justice Agyemang
Alia Ahmed
Ghina Al-sewaidi
Inga B. Andriessen
Zeeshan Baig
Elissa Banach
Katherine Batycky
Lisa Bernstein
Ko Bhamra
Harry J. Borenstein
Diana Brecher
Daniel Brown
J. Patrick Brown
Peter Carayiannis
Michelle Chaisson
Julie Chapman
Clio
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Allan Cooper
Nicole Corriero
Emma Cotman
Richard Ashok
Coutinho
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Laurelly Dale
Pamela Dancyger
Cherie A. Daniel
Leah Daniels
Vern DaRe

Ranjan Das
Jim Davidson
Jim Dean
Jason DeFreitas
Cassandra DeMelo
Abigail Deshman
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Marni Dicker
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DiGiammarino
DivorceMate
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Eldad Gerb
Rachel Gerb
Alice Ghebrai
Anita Goela
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Neil Guthrie
Daniel Guttman
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Natasha Persaud
Vince A. Pileggi
Andrew Pinto
Paulette Pommells
Amanda Potasky
William Poulos
Joanne M. Prince
Tina Radimisis
Ilana Raynai
Jennifer Reynolds
Molly Reynolds
Pearl Rombis

Justice Vincenzo
Rondinelli
Christina Rorabeck
Dan Rosman
Thomas Santram
Venus Sayed
Vince Scaramuzza
Stephen Scholtz
David Sharpe
Julia Shin Doi
Subuhi Siddiqui
Howard Simkevitz
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Ian Speers
Colin Stevenson
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2018/2019 LPP Candidates

Thank You

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2017/2018 LPP Candidates

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Clio
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Joy-Ann Cohen
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Coutinho

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Pamela Dancyger
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Vern DaRe
Ranjan Das
Jim Davidson
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Abigail Deshman
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Sayeh Hassan

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Alfred Mamo
Kristin Marshall
Matt Maurer
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Kenneth Wolfson
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Olga Ziman Sabbagh

*Deceased

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Maanit Zemel
Cara Zwibel

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Wendy Bellack-Viner
Lisa Bernstein
Brian Blumenthal
Jessica Bookman
Harry Borenstein
Frances Brennan
Moira Callahan
Carswell, a Thomson
Reuters business
Michael Carter
Ian Clarke
Clio
Esi Codjoe
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Justice Lawrence Feldman
Evangeline Fernandez
Rebecca Fisch
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Bryan Fromstein
Cynthia Fromstein
Brian Gillingham
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Ingrid Grant
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Colin Stevenson
Indira Stewart
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Stitt Feld Handy
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Siona Sullivan
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Bob Tchegus
Sheldon Tenenbaum
Teranet Inc.

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Lori Anne Thomas
Joshua Tong
Jennifer Trehearne
Jennifer Treloar
Vin Tsui
Justice Ria Tzimas
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Pryam Varma
Cynthia Verconich
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Andrea Waltman
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Andrew Winton
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Deborah Zemans
Maanit Zemel
Justice Roselyn Zisman
Cara Zwibel



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3 Day Intensive Trial Advocacy Program LPP

Developed & delivered by:



Sheila R. Block, Partner
Torys LLP



James Seckinger, Professor
University of Notre Dame

With support from:

Practitioners from
many organizations providing
advocacy training

and



Looking forward to the 2019–2020 Law Practice Program



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Alia Ahmed
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Sandra Barton
Katherine Batycky
Maureen Bennett
Henry
Vitali Berditchevski
Sierra Bilyk
Alexandre Blanchard
Daniel Block
Shelia Block
Duncan Boswell
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Sandra Kingston
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Roslyn Levine
Tina Lie
Ryan MacIsaac
Brooke MacKenzie
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Barbara Murchie
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Alex Smith
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Christopher Stanek
Paul Steep
Mark Strychar-
Bodnar
Lisa Talbot
Deborah Templer
Sheldon Tenenbaum
Evan Thomas
Ken Thompson
Myrna Tulandi
Brad Vermeersch
Andrea Waltman
Rachel Weiner
Sarah Whitmore
Frankie Wood
Grant Worden
Allison Worone

TAB #3

LAW PRACTICE PROGRAM (LPP)

WORK PLACEMENTS

High-quality, supervised and assessed.

Work Placement Component

Candidates move on to the four-month Work Placement only after they have successfully completed the Training Component. We recruit employers on the basis that our Candidates are ready to “hit the ground running” in January. Our employers span the range of practice areas and office settings across the province. Candidates are prepared for both general and more focused practice areas for their Work Placements. A list of our employers is attached.

Securing Work Placements

Once an LPP Candidate has successfully completed the 4-month intensive Training Component they are eligible to begin their work placement. LPP Candidates can secure work placements in two ways: **1)** by applying to the job postings we have secured through the program's outreach efforts; and/or **2)** conducting outreach to potential employers they would like to work with which we then review and confirm the work placement's eligibility. It is important to note that the vast majority of LPP Candidates secure their work placements through applying to the job postings the Work Placement Office secures and posts in our PlacePro database.

To secure the over 1100 work placement job postings, during the first five years of the program, the Work Placement Office, along with the outreach efforts of the overall LPP team, made many phone calls to prospective employers, attended and presented at numerous legal association and legal conference events, as well as, placed advertisements in a variety of legal publications including the Ontario Reports, Canadian Lawyer Magazine, the Lawyers Weekly, Precedent Magazine, and Legal Association Newsletters.

The Work Placement Office works diligently throughout the year to develop the work placement opportunities with potential employers. In addition to conducting many outreach phone calls, they conduct numerous follow-up calls to confirm the employers participation (i.e. to get the Employer Profile Form from the employer to create the placement position); the position is then vetted and posted for LPP Candidates to apply to; once the position closes the LPP Candidate applications are then reviewed to create a shortlist that employers can review; the applications are then submitted to the employers along with a link to all the applications submitted for their placement position; follow-up calls are then placed to confirm which candidates the employer would like to interview; and again, follow-up calls are made to confirm who the employer has decided to hire. Once the LPP Candidate accepts the position the Work Placement Office sends a completed Work Placement Agreement and Education Plan to the employer and the LPP Candidate to sign and return. The employer also receives a Pre-Placement FAQ & Checklist to assist them in preparing for their LPP Candidate's arrival in January.

Within the current legal and economic environment, over the past five years, the Work Placement Office has been able to create over 1100 work placement opportunities that would not have otherwise existed in Ontario. Over 75% of roles are paid, with the overwhelming majority being fully paid, with some stipends. We believe this compares favourably with what is actually going on with articling.

The participating employers include large and small employers across all legal sectors from private practice to in-house, legal clinics and all 3 levels of government.

LAW PRACTICE PROGRAM (LPP)

The Work Placement Office has once again been working diligently to secure enough opportunities to meet the demands of our LPP Candidate pool and has a 100% rate of placement for all LPP Candidates during the first five years of the program.

In-Placement Check-Ins

During the four-month work placement period the Work Placement Office conducts two in-depth check-in calls with each employer as well as an in-depth check-in call with the LPP Candidate. These check-in calls provide us with the opportunity to gather feedback on the LPP Candidate's performance, as well as, the LPP Candidate's experience. The feedback received during the employer check-in calls can be very insightful and, in most instances, quite extraordinary. Employers tend to immediately comment on how well-prepared the LPP Candidate was to "hit the ground running". In fact, they often mention that they operate at a significantly higher level than other licensing candidates they have encountered in the past. Similarly, LPP Candidates during their check-in calls also comment on how prepared they felt arriving into the new work environment particularly since many of the experiences they are engaging in are tasks they prepared for or completed during the Training Component.

In addition to the formal check-in calls, the Work Placement Office reminds both employers and LPP Candidates that they are always available to support them with any matters that may arise during the work placement. In some cases this may mean acting as a facilitator or providing additional resource support to the employer or the LPP Candidate.

Post-Placement Success

Early indications are that LPP Candidates, once called, are meeting with excellent employment success:

- 87% of Year IV, once called, were working in law or law-related positions one year post-LPP
- 90% of Year III, once Called, were working in law or law-related positions one year post-LPP
- 84% of Year II, once Called, were working in law or law-related positions one year post-LPP
- 75% of Year I, once Called, were working in law or law-related positions one year post-LPP

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Advocacy Centre for
the Elderly
Aga Khan Museum
Aina Law
Professional Corporation
Alison R. Macdonald,
Lawyer & Notary Public
Americas Silver Corporation
Ananaba Law Office
Associated Foreign Exchange
(AFEX)
Association of Justice
Counsel / Association des
Juristes de Justice
Auger Hollingsworth
Professional Corporation
Ayderus Alawi
Professional Corporation
Bank of Montreal -
BMO Financial Group
Barbra Schlifer
Commemorative Clinic
Barnable Law P.C.
Benmore Family Law Group
Blackberry Limited
Blake, Cassels & Graydon LLP
(Blakes)
Bloom Lany
Professional Corporation
Bombardier Commerical
Aircraft
Brenner Law PC
Campisi LLP
Personal Injury Lawyers
Canada Lands Company
Canadian National Exhibition
Association
Carroll Heyd Chown LLP
Catholic Children's Aid
Society of Hamilton
Catholic Principals'
Council Ontario
Centre for Addiction and
Mental Health (CAMH)
Chagpar & Associates
Chicago Title Insurance
Company Canada

Christoper M. R. O'Connor
Cineplex Entertainment
City of Barrie, Legal Services
City of Toronto, Legal Division
Clancy PC
College of Chiropractors
of Ontario
College of Medical Radiation
Technologies of Ontario
Community Legal Clinic -
Brant, Haldimand, Norfolk
Conduct Law
Professional Corporation
Cornelia Mazgarean
Cornell Family Law & Estates
CSA Group
Dallas Criminal Defence and
Ma'at Legal Services
Darren S. Sederoff &
Associates
David L. Hynes
David Latner
Professional Corporation
De Sa & Associates
Professional Corporation
Di Mauro Law
Professional Corporation
Diamond & Diamond
Lawyers LLP
Dickie & Lyman Lawyers LLP
Dipchand LLP
DMG Advocates LLP
Doug LaFramboise, Barrister -
DDH Law LLP
Dutton Brock LLP
Eglin-Oxford Legal Clinic
Elinor Shinehoft, Barrister
and Solicitor
Enriched Investing
Incorporated
Equifax Canada Co.
Eunice Kim & Associate
Professional Corporation
Evans, Bragagnolo &
Sullivan LLP
Federico Hernandez
Law Office

Feld Kalia
Professional Corporation
Financeit Canada Inc.
Forgione Law Office
FreemanLaw - Barristers
GFL Environmental Inc.
Glover & Associates
Grewal Law
Professional Corporation
Griffiths
Professional Corporation
Grillo Barristers
Personal Injury Lawyers
Haiyan Zhang
Hameed Law
Haque Law
Professional Corporation
Harris, Sheaffer LLP
Hearinglife Canada
Hicks Morely Hamilton
Stewart Storrie LLP
Holder Law Barristers
and Solicitors
Horowitz, Finder
Hull & Hull LLP
Hum Law Firm
Huron Perth Community
Legal Clinic
Immigration and Refugee
Board of Canada (IRB)
Immigration Consultants of
Canada Regulatory Council
(ICCRC)
Interac Corp.
ivari
Jane Monaghan
Jeff J. Li
Professional Corporation
JHG Criminal Law
John Poletes
Professional Corporation
Joshua David
Professional Corporation
JP Mann Law Firm
Julian Heller and Associates
Juriansz & Li
Juzkiw & Company

Karimjee Greene LLP
Kashlaw
Professional Corporation
Kayani Law Firm
Kellogg Canada Inc.
Ken J. Berger MD JD,
Barristers and Solicitors
Kenawy Law Office
Kingsley Jesuorobo &
Associates
Krylov Lam & Company LLP
Law Booth
Professional Corporation
Law Office of Jerome
H. Stanleigh
Law Office of Tina Hlimi
Lawyers' Professional
Indemnity Company
Lomic Law
LoPresti Law
Luke's Place
MAG - Civil Law Division, Civil
Remedies for Illicit Activities
Office (CRIA)
MAG - Civil Law Division,
FSCO Branch
MAG - Civil Law Division,
MOE/MEDG/MOI/MRIS/
Accessibility
MAG - Civil Law Division,
MTCS/MSAA Legal Branch
Magyar, Bogle & O'Hara LLP
Maniaci Sobel
Altbau Law*
Marco Sciarra
Criminal Lawyer
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Law Office
Martyn Associates
Mazin & Associates PC
Matkowsky Immigration Law
McMaster, McIntyre &
Smyth, LLP
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Meridian Credit Union Limited
Mills & Mills LLP
Moneris
Murphys
NAV CANADA
Neighbourhood Legal Services
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Nestlé Canada Inc.
Newton Wong & Associates
Professional Corporation
Nissan Canada Inc.
North Peel & Dufferin
Community Legal Services
Ontario Bar Association (OBA)
Ontario Institute for Cancer
Research (OICR)
Oz Optics Ltd.
Parente Borean LLP
Parneka Langley LLP
Persaud Law Group
Plan International Canada Inc.
PwC Law LLP
RBC - Royal Bank of Canada
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Robinsons Law
Rogers Communications Inc.
Rusonik, O'Connor,
Robbins, Ross, Gorham
& Angelini LLP
RV Law LLP
Ryerson University - Office of
the General Counsel and
Board Secretariat
Samsung Electronics
Canada Inc.
Sawatzky Balzer & Wiens LLP
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Scher Law PC
Schultz Frost LLP
Scotiabank - The Bank of
Nova Scotia
SD Law
Professional Corporation

Share Lawyers
Shirliff Hinds Law
Siemens Canada Limited
Sinai Health System
Skyline Group of Companies
Sobirovs Law Firm
Sony Music Entertainment
Canada Inc.
StarTech.com Ltd.
Stephen L. Zap, Barrister &
Solicitor, Professional Corp
Steven Tress, Barrister
and Solicitor
Suman Umesh Ahuja
Professional Corporation
Talbot Family Law
The Beer Store -
Brewers Retail Inc.
The Brown Law Firm
The Salvation Army
The Law Office of Fay
Hassaan, P. C.
The Law Office of Patricia
Brown Barrister & Solicitor
The Law Society of
Ontario (LSO)
The Sheridan College
Institute of Technology
and Advanced Learning
Toronto Catholic District
School Board
Toyota Canada Inc.
UL Lawyers
Professional Corporation
Vanular Lawyers
Professional Corporation
Virk Personal Injury Law
Professional Corporation
Walter Fox & Associates
WE Charity
Willowdale Community
Legal Services
Wolfson Law
Professional Corporation
Woroff Law Firm
Zomorodi Law,
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BMO Financial Group
Barbra Schlifer
Commemorative Clinic
Bereskin & Parr LLP
Bickham Litigation P.C.
Blanshay Law and Anchor Law
Bombardier Commercial
Aircraft
Bookman Law
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Brewers Retail Inc.
Brown Law Office
Campisi LLP Personal Injury
Lawyers
Canada Lands Company
CLC Limited
Canadian Environmental Law
Association
Capelle Kane Immigration
Lawyers
Capital One Canada
Carranza LLP
Carroll Heyd Chown LLP
Carson Law Office
Professional Corporation
Centre for Addiction and
Mental Health
Centre for Health Science
and Law
Chaggar & Associates
Chapnick & Associates
Chicago Title Insurance
Company Canada
Chin & Orr Lawyers
Christopher Robertson Law
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City of Toronto Legal Division
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CLEO - Community Legal
Education Ontario

College of Audiologists
and Speech-Language
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Limited
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Husein Law Office
Infrastructure Ontario
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London Life
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Madamser Law

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Civil Remedies for Illicit
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MAG - Civil Law Division,
FSCO Branch
MAG - Civil Law Division,
MOHLTC Legal Branch
MAG - Civil Law Division,
MTCS Legal Branch
MAG - Court Services Division
MAG - Environment and Land
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MAG - Ministry of Community
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Ministry of Children and
Youth Services
MAG - Ministry of Community
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Council (OMVIC)
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Randy Ai Law Office - Labour
& Employment Lawyer
Rapley & Company, Barristers
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Corporation
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Taro Inoue
Tekle's Law Office
The Castle Lawyers
The Centre for Spanish
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The Governing Council of
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The Law Office of Fay
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The Sheridan College Institute
of Technology and Advanced
Learning
Thomson Reuters Canada
Limited
Tinnish K. Andersen
Toronto Catholic District
School Board
Toronto International Film
Festival (TIFF)
TSD Law Professional
Corporation
University Health Network -
(UHN)
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Territory Justice Program
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Algoma Community Legal Clinic
Allan S. Blott Q.C. Professional Corporation of Lawyers
Alterna Savings and Bank
Americas Silver Corporation
Animal Justice
ARCH Disability Law Centre
Arora Law Office
Assembly of First Nations
Astellas Pharma Canada, Inc.
ATS Automation Tooling Systems Inc.
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Bank of Montreal – BMO Financial Group
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Campigotto Law Firm
Campisi LLP Personal Injury Lawyers
Canada Lands Company
CLC Limited
Canadian Bankers Association
Canadian Environmental Law Association
Canadian Nuclear Safety Commission
Carroll Heyd Chown LLP
Castle-Trudel
Catholic Children's Aid Society of Hamilton
Centre for Addiction and Mental Health (CAMH)
Chartwell Retirement Residences

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Chicago Title Insurance Company Canada
Christie Law Office
Clifton Kok LLP
Community Legal Assistance Sarnia
Community Legal Clinic of York Region
Conway Davis Gyski
Craig Burley, Barrister and Solicitor
Criminal Lawyers Law Chambers
Darren S. Sederoff & Associates
Deloitte LLP
Devadas Law Professional Corporation
Diamond & Diamond (Ottawa)
Dorrington and Associates Professional Corporation
Dutton Brock LLP
Dynacare
Echelon Insurance
Elgin-Oxford Legal Clinic
Emerald Legal Professional Corporation
Enriched Investing Incorporated
Equifax Canada
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Esra Samli Law
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FCT
Flemingdon Community Legal Services
Forgione Law Office
FreemanLaw – Barristers
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Global Affairs Canada
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Harbic Law
Hartlaw
Heal & Co. LLP
Henein Hutchison LLP
Hensel Barristers Professional Corporation
Hicks Morley Hamilton
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Holder Law Barristers and Solicitors
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Hull & Hull LLP
Hummingbird Lawyers LLP
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Lancaster, Brooks & Welch LLP
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Legge & Legge

Lenkinski Family Law & Mediation Professional Corporation
LoPresti Law
Lori R. Dubin Family & Criminal Law Office
Loucks & Loucks
LoyaltyOne, Co.
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MAG - Civil Law Division, FSCO
MAG - COMSOC & MCYS
MAG - Court Services Division
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MAG - Ministry of the Attorney General
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McLean & McLean LLP
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Mendonca Law Office Professional Corporation
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Morneau Shepell Ltd.
Mounir El Malih Barrister & Solicitor
MVN Law Professional Corporation
NAV Canada
Neighbourhood Legal Services (London & Middlesex)
Nestlé Canada Inc.
Newzulu Canada Ltd.
Nissan Canada Inc.
North Peel & Dufferin
Community Legal Services
Norton Rose Fulbright Canada LLP
O'Connor MacLeod Hanna LLP
Ontario Bar Association (OBA)
Ontario College of Trades
Ontario Institute for Cancer Research (OICR)
Ontario Motor Vehicle Industry Council (OMVIC)
Oziel Law

Pacific Exploration & Production Corporation
Parnega Langley LLP
Pasha Law
Patricia Wells Immigration Lawyers
Paul Scotland Barrister & Solicitor
Pavoni Patton DiVincenzo LLP
PCK - Perry + Currier Inc. / Currier + Kao LLP
PearTree Securities Inc.
Phillips Gill LLP
Price & Altman Barristers
PricewaterhouseCoopers LLP (PwC)
Prouse, Dash & Crouch, LLP
Ramesh Patel Law Professional Corporation
Rashid Urosecvic LLP
RBC - Royal Bank of Canada
RJS LAW Professional Corporation
Robb MacDonald Professional Corporation
Romano Law Office
Roth Law Offices
Rutman & Rutman Professional Corporation
Ryerson University – Office of the General Counsel and Board Secretariat
Ryerson University – Office of the Vice President, Research & Innovation
RZCD Law Firm LLP
Samuelson-Glushko Canadian Internet Policy and Public Interest Clinic
Sangkil Yi Barrister & Solicitor
Sanjay Roy Barrister, Solicitor & Criminal Defence Lawyer
Sanka Law
Sears Canada Inc.
Shemesh Criminal Law
SINGER Barristers PC
Singla Law Office
Skyline Group of Companies
Smordin Law
Professional Corporation
Sobeys Inc.
Sojourner King Law

Solomon Orjiwuru Law Office
Sony Music Entertainment Canada Inc.
South Nation
Conservation Authority
Stephen Durbin and Associates
Steve Duplain – Duplain Law
Stevenson Whelton MacDonald & Swan LLP
Subhash Joshi Law Office
Sunmark Law
Professional Corporation
Swadron Associates
Teplitsky, Colson LLP
The Centre for Spanish Speaking Peoples
The Children's Aid Society of Hamilton
The Law Office of David Midanik
The Law Office of Fay Hassaan, Professional Corporation
The Law Office of Kesary Arumugaraj
The Law Society of Upper Canada (LSUC)
The Sheridan College Institute of Technology and Advanced Learning
Thomas H. Marshall Q.C.
Thomson Reuters Canada Limited
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Toronto International Film Festival (TIFF)
Toyota Canada Inc.
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Association in Defence of the Wrongly Convicted (AIDWYC)
Bank of Montreal - BMO Financial Group
Barbra Schlifer Commemorative Clinic
Bennett Law Chambers Professional Corporation
Bianchi Presta LLP
Bickham Litigation P.C.
BMW Group Canada
Bombardier Commercial Aircraft
Brent C. Balmer
Canadian Civil Liberties Association
Canadian Environmental Law Association (CELA)
Cardus
Castle-Trudel
Centre for Addiction and Mental Health (CAMH)
Centre for Spanish Speaking Peoples
Chan Yeung Kang
Chartwell Retirement Residences
Chicago Title Insurance Company Canada
Children's Aid Society of Hamilton
CI Investments Inc.
City of Hamilton
CLEO - Community Legal Education Ontario

Cohen Peeters Yates LLP
College of Audiologists and Speech-Language Pathologists
Community Advocacy & Legal Centre (Belleville)
Community Legal Clinic of York Region
Cooper Barristers
Dani Z. Frodis Barristers
Daniel C. Fernandes Law Office
Davidsons Lawyers
Davoudi Law Firm
Department of Justice Canada - Ontario Regional Office
Devadas Law Professional Corporation
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GFL Environmental Inc.
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Global Affairs Canada
Glover & Associates
Govedaris Professional Corporation
Habib and Associates Law Office

Hackett Simpson Tripodi LLP
Hale Criminal Law Office
Harbic Law
Heal & Co. LLP
Hicks Morley Hamilton
Stewart Storie LLP
Housing Services Corporation
Hudson's Bay Company
Hull & Hull LLP
Huron Perth Community Legal Clinic
Impact Law LLP
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Infrastructure Ontario
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Law Office of Vaneet Senthoooran
Law Studio Professional Corporation
Lawyers' Professional Indemnity Company
Ledgley Law
Legal Aid Ontario (LAO) - Major Case Management Office
Lomic Law

LoPresti Law
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Lozano Law Office
MacGregor Horic LLP
MAG - Agency and Tribunal Relations Division
MAG - Court Services Division
MAG - Crown Law Office Civil (CLOC)
MAG - Ministry of Health and Long-Term Care, Legal Services Branch
MAG - Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA)
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Marco Sciarra - Criminal Lawyer
Martel Law Office
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Ontario College of Trades
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Oyenubi Law Professional Corporation

PA Law Firm Professional Corporation
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Paliare Roland Rosenberg Rothstein LLP
Parnega Langley LLP
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Paula Seymour, Barrister & Solicitor
Peter Loucks Professional Corporation - Loucks & Loucks
Philips Canada
PointClickCare Corp.
Primer Mining Corp.
Pro Bono Law Ontario
Q9 Networks
Randy Ai Law Office - Labour & Employment Lawyer
Raviele Vaccaro LLP
RBC - Royal Bank of Canada
Reach Canada
Rekai LLP
Rexdale Community Legal Clinic
Riches, McKenzie & Herbert LLP
Rodan Energy Solutions Inc.
Roos Law Professional Corporation
Rosenblatt Immigration Law
Ross & McBride LLP
Roth Law Offices
Rubenstein, Siegel
Rusoni, O'Connor, Robbins, Ross, Gorham & Angelini LLP
Rutman & Rutman Professional Corporation
Ryerson University
RZCD Law Firm LLP
Salim J. Khot Legal Professional Corporation
Scotiabank - Bank of Nova Scotia
Shael Eisen Professional Corporation
Shemesh Criminal Law

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Sobeys Inc.
Soble, Davis & Day LLP
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Solomon Orjiwuru Law Office
Sony Music Entertainment Canada Inc.
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Sudbury Community Legal Clinic
Tangerine Bank
Teva Canada Limited
The Law Society of Upper Canada (LSUC)
The Sheridan College Institute of Technology and Advanced Learning
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Toronto Catholic District School Board
Toronto International Film Festival (TIFF)
Travel Industry Council of Ontario
Valdman Law Professional Corporation
W. Grant Buchan-Terrell
Wakulat Dhirani LLP
Warren Camacho LLP
Wasserman Law Firm
William Demant Group of Companies, Canada
Wolfson Law Professional Corporation
Workers' Health & Safety Legal Clinic
Workplace Safety & Insurance Board (WSIB)
Wyatt, Purcell, Stillman & Angevine LLP
Yossi Schochet, Barrister & Solicitor
YWCA Peterborough
Haliburton

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Thank You

to our work placement employers, our strategic partner,
the Ontario Bar Association and The Law Society of Upper Canada.

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Aboriginal Legal Services of Toronto
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Bookman Law Professional Corporation
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Business Immigration Law Group
Cabanela Law Office
Cambridge LLP
Canada Industrial Relations Board (CIRB)
Canadian Civil Liberties Association
(CCLA)
Canadian Environmental Law Association
(CELA)
CASPLO - College of Audiologists &
Speech-Language Pathologists of
Ontario
Castle-Trudel Criminal Defence
Centre for Addiction and Mental Health
(CAMH)

Centre for Spanish Speaking Peoples
Centre Francophone De Toronto
Chehab & Khan, Barristers Solicitors
CIBC - Canadian Imperial Bank of
Commerce
CitiFinancial Canada Inc
City of Barrie
City of Hamilton
City of London
CLEO - Community Legal Education
Ontario
Cohen, Sabsay LLP
College of Nurses of Ontario
Community Advocacy & Legal Centre
(Belleville)
Community Legal Clinic of York Region
Community Legal Clinic Simcoe-
Haliburton-Kawartha Lakes
Côté Professional Corporation
CSE - Communications Security
Establishment
CST Trust Company
Delaney's Law Firm
Deol & Nagpal Law Firm LLP
Dooley Lucenti Barristers & Solicitors
Dorrington & Associates Professional
Corporation
Echelon General Insurance Company
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eHealth Ontario
Elgin-Oxford Legal Clinic
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Equifax Canada
Eunice Kim & Associate Professional
Corporation
Evans Sweeny Bordin LLP
Fairmont Raffles Hotels International Inc

Family and Children's Services of
Frontenac, Lennox and Addington
Farooq & Chaudry LLP
FCT
Fleck Law
Fleet Street Law
Flemingdon Community Legal Services
Forbes Chochla LLP
Francesca E. Yaskiel, Barrister & Solicitor
Garfin Zeidenberg LLP
Grechi Carter Professional Corporation
Gary Anandasangaree & Associates
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Hudson's Bay Company (HBC)
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Kingston Community Legal Clinic
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LawPRO
Legal Aid Ontario - Major Case
Management Office
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Lenczner Slaght Royce Smith Griffin LLP
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Loucks & Loucks - Barristers & Solicitors
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Ministry of Attorney General - Crown Law
Office Civil
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Nathens, Siegel Barristers LLP
Neha Chugh Criminal Defence Lawyer
NEI Investments
Neighbourhood Legal Services (London &
Middlesex) Inc.
Nissan Canada Inc.
Olalere Law Office
Ontario Bar Association (OBA)
Ontario Hospital Association (OHA)
Ontario Motor Vehicle Industry Council
(OMVIC)
Pacific Rubiales Energy Corp.
Paliare Roland Rosenberg Rothstein LLP
Pallett Valo LLP
PCK - Perry + Currier Inc. / Currier +
Kao LLP
Pinto Wray James LLP
Pro Bono Law Ontario (PBO)
RBC - Royal Bank of Canada
Rene Larson Law Office
Rerri Law Firm
Rexdale Community Legal Clinic
Richard M. Goldman, Barrister & Solicitor
Rochon Genova LLP
Rosenblatt Immigration Law
Rosen Fromstein LLP
Roth Law Offices
Ryan LLP
Ryerson University

Sack Goldblatt Mitchell LLP
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Schible Law
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Tangerine Bank
TD Bank Group
Teva Canada Limited
The Children's Aid Society of Hamilton
The Law Office of Alesha A. Green
The Law Office of Vane Senthoooran
The Law Society of Upper Canada (LSUC)
Thompson Dymond
Toronto International Film Festival (TIFF)
Vasuki Devadas Law Office
Wakulat Dhirani LLP
Wendy Harris Bentley, Barrister & Solicitor
Wolfson Law Professional Corporation
Woolgar VanWiechen Ketcheson Ducoffe
LLP
Workplace Safety & Insurance Board
(WSIB)

Ryerson Law Practice Program

BE PART OF THE FUTURE

*"Industrious, hard-working ...!
Her contributions to the organization
started 10 minutes after she got here.
We got exactly what we wanted and
there are no surprises. ... We are
very happy to be involved in
the program."*

**Ontario Motor Vehicle
Industry Council (OMVIC)**

*"She was fabulous.
She was able to hit the ground
running. We were able to get
her involved in a lot of different
things: contractual negotiations,
regulatory discussions and policy
developments - and she was
able to contribute."*

**Royal Bank of Canada
RBC**

*"His work is top quality... [He] is
doing a great job, the LPP provides
Candidates with practical experience
and it benefits us too because
he is assisting us."*

**Chicago Title Insurance Company
Canada**

*"She exceeded our expectations.
...Up there with 1st and 2nd year
lawyers. ...I wish all students
could go through the LPP so
they get consistent training
across the board."*

GFL Environmental Inc.

*"The LPP...has been
wonderful. I adored the
candidate that we had.... He
was absolutely amazing, very high
calibre. The practical training
that he is getting here is amazing...
and we as an organization are
benefitting from it as well."*

Infrastructure Ontario

*"Our LPP student was thrown
into the middle of a trial and was
required to take the lead on it. She did
an outstanding job and was
victorious at the end of the day."*

Nissan Canada

INNOVATIVE • EXPERIENTIAL • ENTREPRENEURIAL

To participate as a Mentor or to provide a Work Placement opportunity visit:

ryerson.ca/lpp

**LAW
PRACTICE
PROGRAM**

**Ryerson
University**

TAB #4

LAW PRACTICE PROGRAM (LPP)

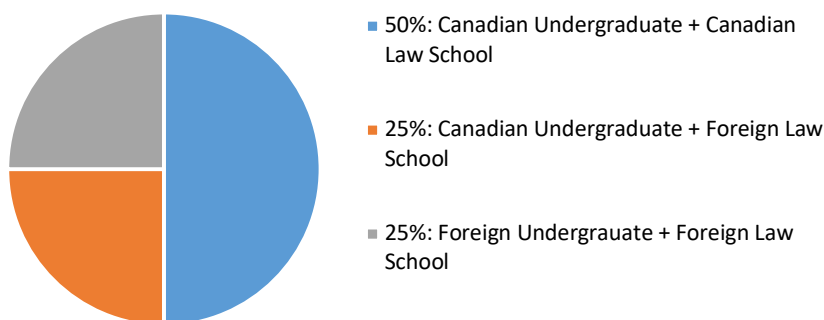
CANDIDATES

Curious, Creative, Intelligent, Diverse, Ambitious

Over the last five years **50% of LPP Candidates have graduated from one of 18 different law schools across Canada** (all of the Ontario schools, except Lakehead) and of the internationally-educated (**168 different law schools from around the world**), half of them (25% of the total) started here and then went to the US or overseas for law school.

In Year V: 86 Candidates completed 19 different Masters Degrees, and 2 PhD's; 40 Candidates have practiced abroad on average 6 years.

LPP Candidate Pool



Masters Programs		
• Business Administration	• Law - Canadian Common Law	• Law – Regulation & Technology
• Communication Studies	• Law – Business & Finance	• Philosophy
• Education (MEd)	• Law – Comparative Law	• Political Science
• Environmental Studies (MES) Planning	• Law – Employment Law	• Religious Education
• European & International Trade Law	• Law – Global Professional (GPLLM)	• Science
• Industrial Relations	• Law – Human Rights	
• Law	• Law – International Business Law	

PhD Programs	
• Law	• Philosophy

LAW PRACTICE PROGRAM (LPP)

Year I, Year II, Year III, Year IV and Year V: LPP Candidates are fluent in 79 languages ranging from American Sign Language to Yoruba.

- | | | |
|--------------------------|-----------------------|--------------|
| • Albanian | • Hindi | • Persian |
| • American Sign Language | • Hindko | • Polish |
| • Amharic | • Hungarian | • Portuguese |
| • Arabic | • Ibibio | • Punjabi |
| • Aramaic | • Ibo | • Romanian |
| • Armenian | • Indigenous Language | • Russian |
| • Belarusian | • Isoko | • Saraiki |
| • Bengali | • Italian | • Serbian |
| • Bosnian | • Japanese | • Shona |
| • Bulgarian | • Kamba | • Sinhala |
| • Cantonese | • Kannada | • Spanish |
| • Cebuano | • Kazakh | • Swahili |
| • Chinese | • Khmer | • Swedish |
| • Cree | • Kinyarwanda | • Tagalog |
| • Croatian | • Korean | • Taiwanese |
| • Danish | • Krio | • Tamil |
| • Dari | • Latin | • Teochew |
| • Edo | • Latvian | • Turkish |
| • English | • Lingala | • Twi |
| • Farsi | • Luganda | • Ukrainian |
| • Filipino | • Malay | • Urdu |
| • French | • Malayalam | • Uzbek |
| • Fujian Dialect | • Mandarin | • Vietnamese |
| • German | • Mandarin | • Waray |
| • Greek | • Nepali | • Yoruba |
| • Gujarati | • Oriya | |
| • Hebrew | • Pashto | |

TAB #5

LAW PRACTICE PROGRAM (LPP)

INNOVATION

Preparing lawyers to successfully serve Society in the 21st Century: breaking new ground in the area of skills development and practice management.

A few examples of LPP innovations include:

- **Virtual Law Firms (VLFs) - Simulated Practice:** Using the university learning management system, the LPP has created a virtual law office setting with incoming email and voice messages from “partners”, “associates”, “law clerks” and “clients”. The virtual law office contains an administrative area with general resources including: an Office Manual; a virtual library of resources and precedents; the partners “in-tray” for the submission of assignments for assessments; and, a “lunchroom” discussion board for Candidates and Mentors to exchange ideas and suggestions.
- **Technology** - The VLF is enhanced with the additional technology of: web conferencing via Webex; Google Docs for collaboration and file management; WestlawNext Canada and LexisNexis for legal research (as well as the practice management tools offered by both companies to new lawyers); Clio for practice management, docketing and billing; Teranet and Lawyer Done Deal for real estate files; Clausehound for drafting; and, Kira Talent for interview preparation.
- **Intensive Trial Advocacy Program (ITAP)** - Sheila Block (Partner at Torys LLP) and Jim Seckinger (Professor of Law at the University of Notre Dame) developed and delivered a 3 Day Intensive Trial Advocacy Program with the support of over 50 practitioners from various organizations for candidates in Year II, III, IV and V and are doing so again in Year VI.
- **Alternative Dispute Resolution (ADR)** - In Year V, Allan Stitt delivered his Negotiations Workshop and offered his online Negotiation Module to LPP Candidates, enhancing their presentation and negotiation skills.
- **A2J Innovation Challenge** - Each year the VLFs prepare a pitch to deliver a legal service smarter, faster and better. These pitches might involve people, process and/or technology. The top 7 VLFs pitch to a panel of experts. The winning firm then has lunch with the Chief Justice to discuss their innovative idea and the opportunity to work with the Legal Innovation Zone to help bring their idea to fruition.
- **EDI Conference** - In October, 2018, the LPP hosted the “Equality, Diversity & Inclusion Conference: The Power of All of Us”. As part of the 2018 October In-Person week Candidates participated, together with many members of the Profession, in the first LPP EDI Conference. Candidates and participating lawyers heard opening remarks from the LSO Treasurer, viewed a presentation from Ryerson University’s Director of Human Rights and participated in a facilitated discussion about the Business Case for EDI with a large firm representative and a representative from one of the big four accounting firms. Candidates and participating lawyers then engaged with members of the bar in small group discussions around the challenges and potential solutions relating to EDI in the Profession both in large and small organizations.

LAW PRACTICE PROGRAM (LPP)

- **Business Plan** - The practice of law is a profession, but it is also a business. Whether you are in private practice, a corporate in-house law department, or part of a public institution, understanding the business aspects of the practice of law is essential to success. Each year the VLFs prepare a business plan to set up a firm the day after their Call. Business plans include 2 years of financial statements for submission to the Bank. This Plan also includes the areas in which they intend to practice, the business structure they propose to implement, their plans to develop a client base, and a financial pitch to a bank to secure financing.
- **In-House Counsel Concentration** - Candidates develop a greater understanding of the work and challenges of in-house counsel, through panel discussions, presentations and workshops on topics including: company policies; ethical dilemmas in the in-house context; proactive litigation management; deal management; contract administration; and corporate financial literacy. They gain an appreciation of working as a business partner with their internal clients rather than focusing only on the legal issues.
- **Client Simulations - Interpersonal Skills Teaching Centre (ISTC** – see: <http://www.ryerson.ca/istc>) - the LPP has revolutionized the development of practice and client management skills of future lawyers, by offering live (in-person and online), performance-based simulations with actors trained through the ISTC. These simulators allow Candidates to experience working with clients, over four months, in a variety of practice settings, from the first interview through to client calls, client/witness preparation to negotiations/mediations and in-court trials.

Sample view of the VLF:

The screenshot shows the LPP website interface. At the top, there is a navigation bar with links: My Home, Law Practice Program 3, Messages, General Resources, Firm Resources, Submissions for Review, and Discussions. The main content area is divided into two columns. The left column, titled 'Messages', displays an email from 'Civil Litigation Law Clerk' to 'LPP Virtual Law Firm' dated 'Monday, August 29, 2016 at 3:00 p.m.' with the subject 'Additional Information For Civil New Client Interview'. The email body addresses 'Dear Candidates' and provides instructions for the 'Civil Client Interview' schedule and WebEx coordination. The right column, titled 'Browse Resources', shows a 'Recently Visited' section with links to 'General Resources' and 'Firm Resources'.