

# Hiring Falls to Historic Lows

## *Lowest Recruitment Numbers Since 2003*

Only 89 U of T law students were hired by firms this year, the lowest number since 2003, when only 77 students secured firm jobs. This year Osgoode and U of T tied in absolute number of hires (89), though our smaller class size means that a larger proportion of U of T students (46.1%) were hired than that of Osgoode (30.7%). Hiring was also down for other Canadian law schools. Western (-10), Queens (-4), McGill (-9) and Dalhousie (-4) all saw fewer hires than in 2011. A few schools saw hiring go up, but in small numbers. Ottawa (+3), Windsor (+1) and Osgoode (+6) all saw hiring rise.

Overall hiring has fallen significantly compared to last year. There were 379 hires this year, compared to 403 in 2011. Hiring remains far below pre-recession levels - in 2007, 446 students were hired by the firms in the UV survey.

The lower rate of hiring is especially troubling considering that tuition rates continue to climb, law school class sizes continue to grow, and New York hiring has mostly dried up. Students considering applying to U of T law may wonder whether our tuition rates are justified in the current hiring environment.



## The Data and its Limitations

Our survey relies on information provided to us from two sources.

First, law firms provide us with hiring numbers by school. These numbers include returning 1L hires from February 2012 but not New York hires. The list does not include government agencies, as most of these agencies have not responded to our requests for data.

Second, we conducted our annual survey at UT Law. The survey was sent to all students set to graduate in 2014, whether they participated in the Fall Recruitment process or not. The response rate was very high, at approximately 75%. We hired a consultant to analyze the raw survey data, prepare tables and graphs, and perform a regression analysis.

A common critique of our data is that we do not have figures on how many students at each school actually participate in Fall Recruitment. Comparing the proportion of the school hired is problematic, because it is highly likely that some schools participate more extensively than others.

To address this, we contacted Career Development Offices for each school listed in our survey asking for this data. Almost every school was unwilling to share this information. If this is something that our readers would like us to include in subsequent years, we suggest you contact the relevant CDOs.

Finally, another issue involves transfer students. Our estimates of class sizes are based on first year numbers. They do not account for gains/losses due to transfer students, which could change the proportions of students hired.



Views of Bay Street.  
Photographs © Chris Tyler 2012

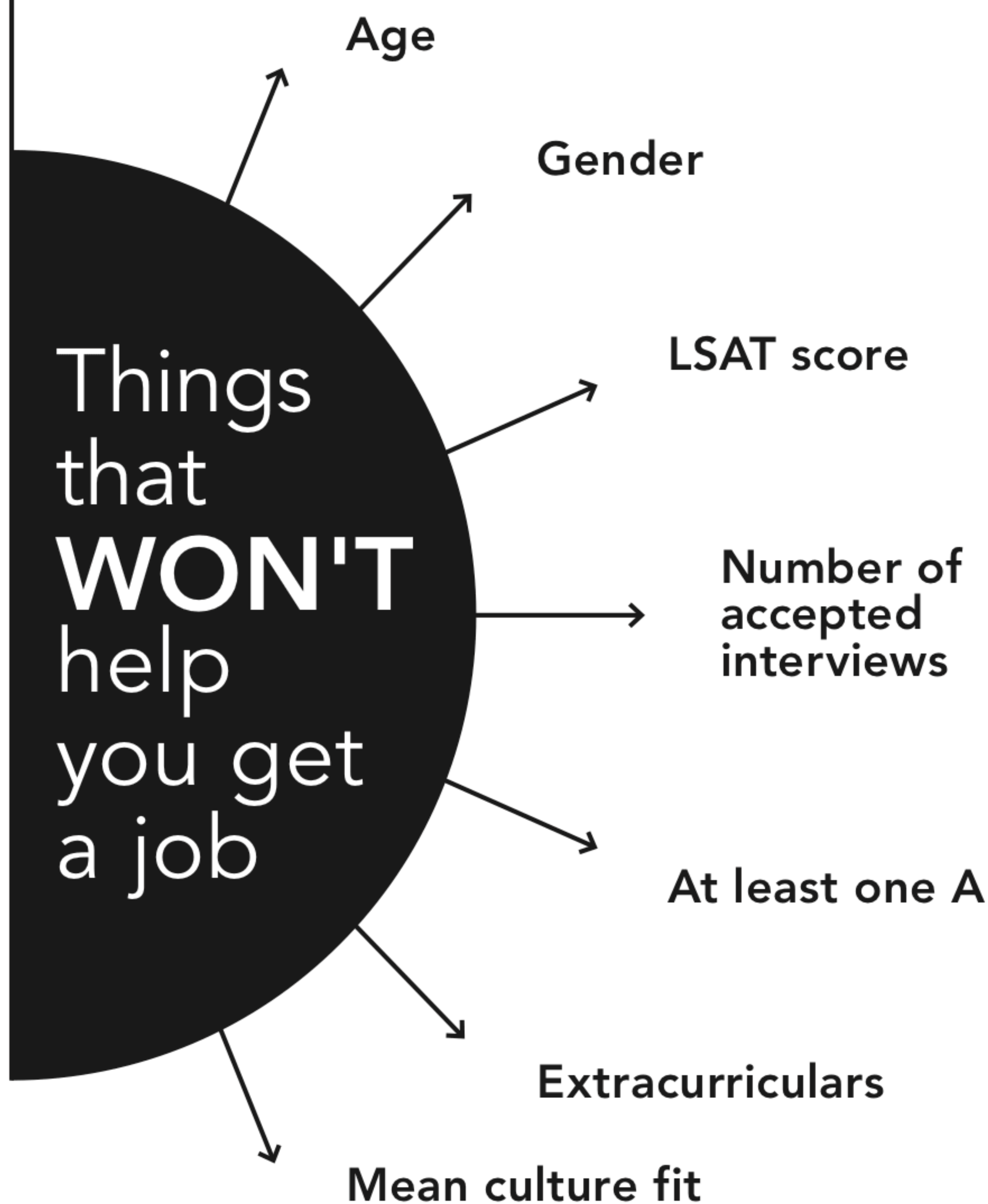


# Job Distribution by Firm and School

<i>Firm</i>	<i>Total 2012 Hiring</i>	<i>UT Law</i>	<i>Osgoode Hall</i>	<i>Western</i>	<i>Queens</i>	<i>Ottawa</i>	<i>Windsor</i>	<i>McGill</i>	<i>Dalhousie</i>	<i>Other</i>
Aird & Berlis	8	3	1		2		1		1	
Baker & McKenzie	3	1	2							
Bennett Jones LLP	18	4	5	2	2	1	3	1		
Brauti Thorning Zibarras LLP	3	1			1		1			
Bereskin & Parr	7	1	2	1	1	1	1			
Blake, Cassels & Graydon, LLP	29	9	6	4		3	2	1	2	2
Blaney McMurtry LLP	7	1	2	1	2	1				
Borden Ladner Gervais LLP	14	4	4	1	1		1	3		
Cassels Brock & Blackwell LLP	17	1	4	3	2		4		3	
Dale & Lessmann LLP	2		2							
Davies Ward Phillips & Vineberg LLP*	15	6	3	3	2			1		
Davis LLP	5	1	1		1	1			1	
Dimock Stratton LLP	2			1		1				
Fasken Martineau DuMoulin LLP	10	1	2	1	2	1	2			1
Filion Wakely Thorup Angeletti LLP	3		1		2					
Fogler, Rubinoff LLP	5		2		2	1				
Fraser Milner Casgrain LLP	13	6	2	1		2	1	1		
Gardiner Roberts LLP	5			2		2	1			
Gilbert's LLP	2		2							
Goodmans LLP	17	5	5	3	1	1	2			
Gowling Lafleur Henderson LLP	17	4	4	2	2	2	1			2
Heenan Blaikie LLP	16	3	2		2	4	1	1	2	1
Heydary Hamilton PC	2		2							
Hicks Morley Hamilton Stewart Storie LLP	5	1	1		2		1			
Koskie Minsky LLP	4	4								
Lenczner Slaght Royce Smith Griffin LLP	4		1		1			1		1
Mathews, Dinsdale & Clark LLP	3			2			1			
McCarthy Tetrault LLP	20	5	1	4	1	2	1	2	1	3
McMillan LLP	14	6	2	1		2	1	1		1
Miller Thomson LLP	9	1	4			1	1			2
Norton Rose Canada LLP	17	3	5	2	1	2	1	2	1	
Osler, Hoskin & Harcourt LLP	15	3	4	1	3	1		2		1
Paliare Roland Rosenberg Rothstein LLP	3	1	1					1		
Paul, Weiss, Rifkind, Wharton & Garrison LLP	1	1								
Ridout & Maybee LLP	2		1	1						
Rowand Intellectual Property Law										
Rueter Scargall Bennett LLP	1	1								
Shearman & Sterling LLP	1		1							
Skadden, Arps, Slate, Meagher & Flom LLP	1				1					
Smart & Biggar	3	2	1							
Stikeman Elliott LLP	19	2	6	4	2	1	1		2	1
Thorsteinssons LLP - Tax Lawyers	0									
Torkin Manes, LLP	3			1		2				
Torys LLP	23	7	5	1	5	2		1	1	1
WeirFoulds LLP	8		1		2	4			1	
Wildeboer Dellelce LLP	3	1	1	1						
<b>2012 Total</b>	<b>379</b>	<b>89</b>	<b>89</b>	<b>43</b>	<b>43</b>	<b>39</b>	<b>28</b>	<b>18</b>	<b>14</b>	<b>16</b>
Approx. % of Class with Fall Recruitment Jobs		46.1	30.7	26.1	25.6	13.9	12.9	10.8	8.3	
2011 Total	403	96	83	53	47	36	27	27	18	16
2010 Total	444	104	99	55	43	44	44	25	15	15



We analyzed the survey data to see which variables increased the odds of receiving job offers from the Fall Recruitment process. The regression analysis in STATA showed that none of these variables helped students land job offers.



## LSUC Compliance

The Law Society of Upper Canada sets the rules for Toronto's Fall Recruitment. For example, firms are not allowed to make offers before the 5 pm Offer Day deadline. Some firms adhere closely to these rules. Others have been accused of bending them.

We asked UT Law students to tell us, in their opinion, which firms flirted with breaking the rules and which firms followed the rules to the letter.

## CDO

Many students suggested that, while the CDO was emotionally supportive and responsive, the quality of their advice might be improved. Students felt that the CDO did their best, but did not have sufficient knowledge to help them navigate the recruitment process. In particular, students commented that the CDO should learn more about government jobs and firms not recruiting through the OCI process, and would like more individualized advice rather than more panels. It is possible that some of these issues might be solved with more continuity in the CDO's personnel; the "revolving door" may be contributing to cracks in the CDO's knowledge base and adds to student anxiety about where to direct their career-related concerns.

*"If you are interested in a private, confidential and candid conversation, the CDO is a good place to go. Leanne Shafir is a fantastic listener and a resourceful person to bounce ideas with."*

**"Utterly useless aside from the most basic of advice. I don't need a listener, I need knowledge."**

"As best as I can tell, all the CDO does is organize events: panels, speakers, the OCIs, etc. They are basically just glorified conference organizers. I never once received any concrete suggestions or advice from anyone in the CDO. Diane was basically on her way out the whole time.

*I felt lost at sea throughout the entire process.*

**It was a game I was bad at and where I was never entirely sure of the rules or scoring. This would have been a great place for the CDO to step in with guidance."**

Shit just got real.



### 5 Good Guys

Weirfoulds  
Fogler, Rubinoff  
Hicks Morley Hamilton Stewart Storie  
Smart & Biggar  
Lenczner Slaght Royce Smith Griffin

### 5 Bad Boyz

Davies Ward Phillips & Vineberg  
Filion Wakely Thorup Angeletti  
Thorsteinssons  
McCarthy Tetrault  
Koskie Minsky



# Firm Rankings

"Had a complete mental block and anxiety attack during government substantive interview, still got a job offer."

"Although the in-firm process was brutal and maybe even a little traumatic, I actually think the process works."

By the end of the first day, I knew exactly which firms I loved and which weren't for me, and also knew which firms were likely to make me offers."

*"One firm called me at 4pm on Call Day and asked pointed questions about my likely response to a 5pm offer, while dangling the promise of said offer. I thought it was inconsiderate. I would recommend that students try not to answer calls from firms before 5pm unless it's their first-choice firm."*

Ranking	Firm	Score
1	Davies Ward Phillips & Vineberg	8.4
2	Blaney McMurtry	8.3
3	Torys	8.3
4	Osler, Hoskin & Harcourt	8.2
5	Gowling Lafleur Henderson	8.0
6	Norton Rose OR	8.0
7	Gilberts	8.0
8	Thorsteinssons	8.0
9	Bereskin & Parr	8.0
10	Blake, Cassels & Graydon	7.9
11	Dimock Stratton	7.9
12	Fraser Milner Casgrain	7.8
13	Cassels Brock & Blackwell	7.7
14	McCarthy Tetrault	7.7
15	Miller Thompson	7.7
16	Ridout & Maybee	7.7
17	Heenan Blaikie	7.6
18	Davis	7.5
19	Goodmans	7.5
20	Torkin Manes	7.4
21	Weirfoulds	7.4
22	Aird & Berlis	7.4
23	Fasken Martineau DuMoulin	7.4
24	McMillan	7.3
25	Wildeboer Dellelce	7.2
26	Skadden, Arps, Slate, Meagher & Flom	7.1
27	Borden Ladner Gervais	7.0
28	Smart & Biggar	7.0
29	Stikeman Elliot	7.0
30	Gardiner Roberts	6.7
31	Bennett Jones	6.5
32	Filion Wakely Thorup Angeletti	6.5
33	Koskie Minsky	6.5
34	Hicks Morley Hamilton Stewart Storie	6.2
35	Lenczner Slaght Royce Smith Griffin	6.2
36	Baker & McKenzie	6.2
37	Brauti Thorning Zibarras	6.0
38	Shearman & Sterling	6.0
39	Paliare Roland Rosenberg Rothstein	5.7
40	Paul, Weiss, Rifkind, Wharton & Garrison	5.6
41	Dale & Lessman	5.4
42	Fogler, Rubinoff	4.8
43	Mathews, Dinsdale & Clark	4.8
44	Rueter Scargall Bennet	4.6
45	Rowand Intellectual Property Law	3.5
46	Heydary Hamilton PC	3.3

**"The entire process is a demeaning atrocity that stresses out the entire class immensely, and I sure as shit am glad I could bail out before I got sucked into the panic."**

"One firm made it seem like they were going to make an offer ("very serious about your candidacy", etc.) but then didn't... *so don't count your chickens before they've hatched.*"

**"I had a good experience overall. The first day of in-firm interviews was the worst, but once I started eliminating firms and letting them know as I went, things got less hectic."**

"The most difficult aspect of the experience is to figure out my own preferences. After two days of interviews, it is not difficult to get a sense of what the firm wants or what the culture is like.

*I would encourage future applicants to go to firm tours if possible and ask hard questions to start thinking about what you want early.*

Based on my experiences, asking sharp questions about the firms not only indicates interest but also demonstrates confidence and intelligence."



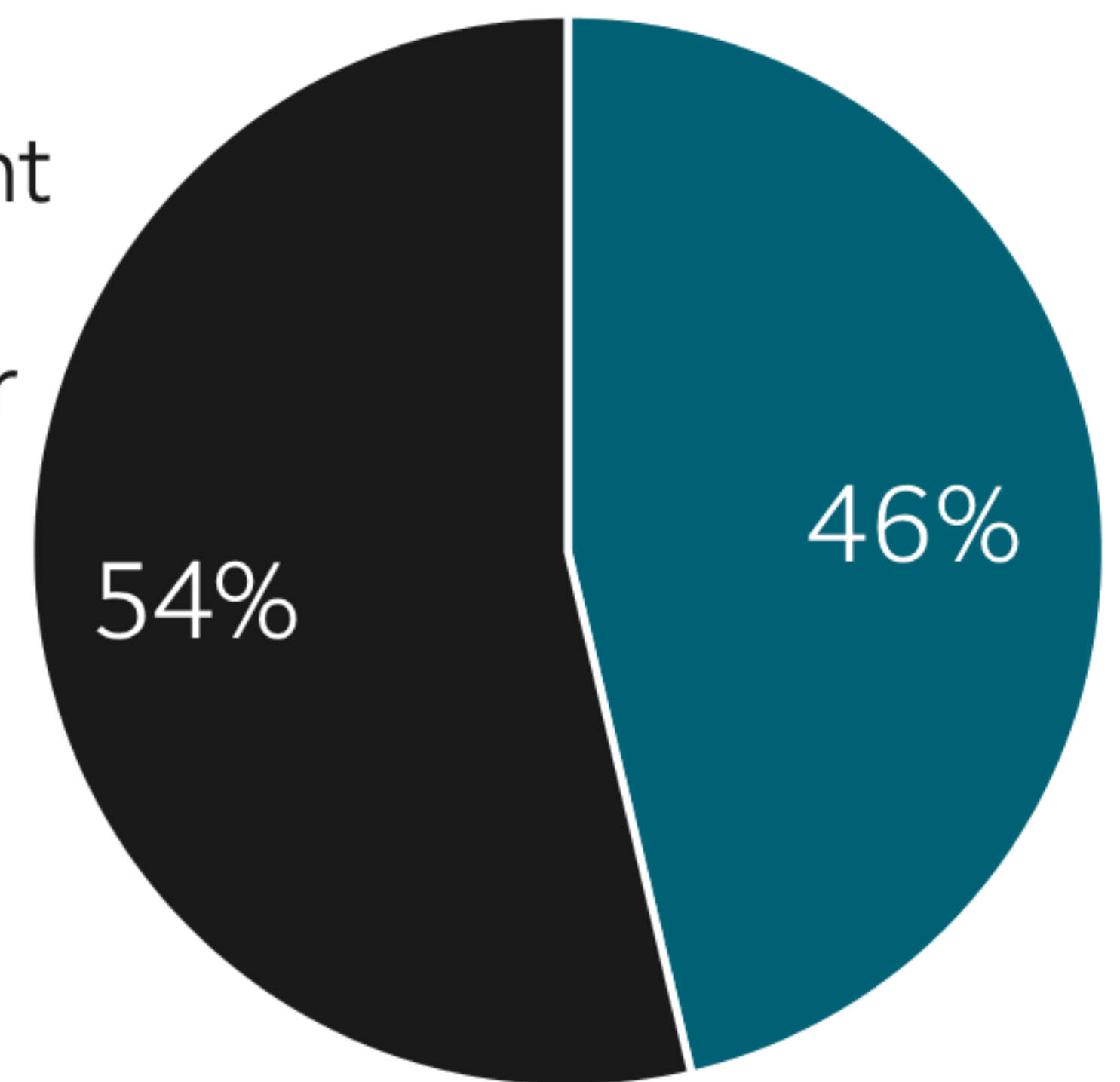
"I think that people over-emphasized the importance of getting a 2L summer job.

***It's not indicative of your whole career.***

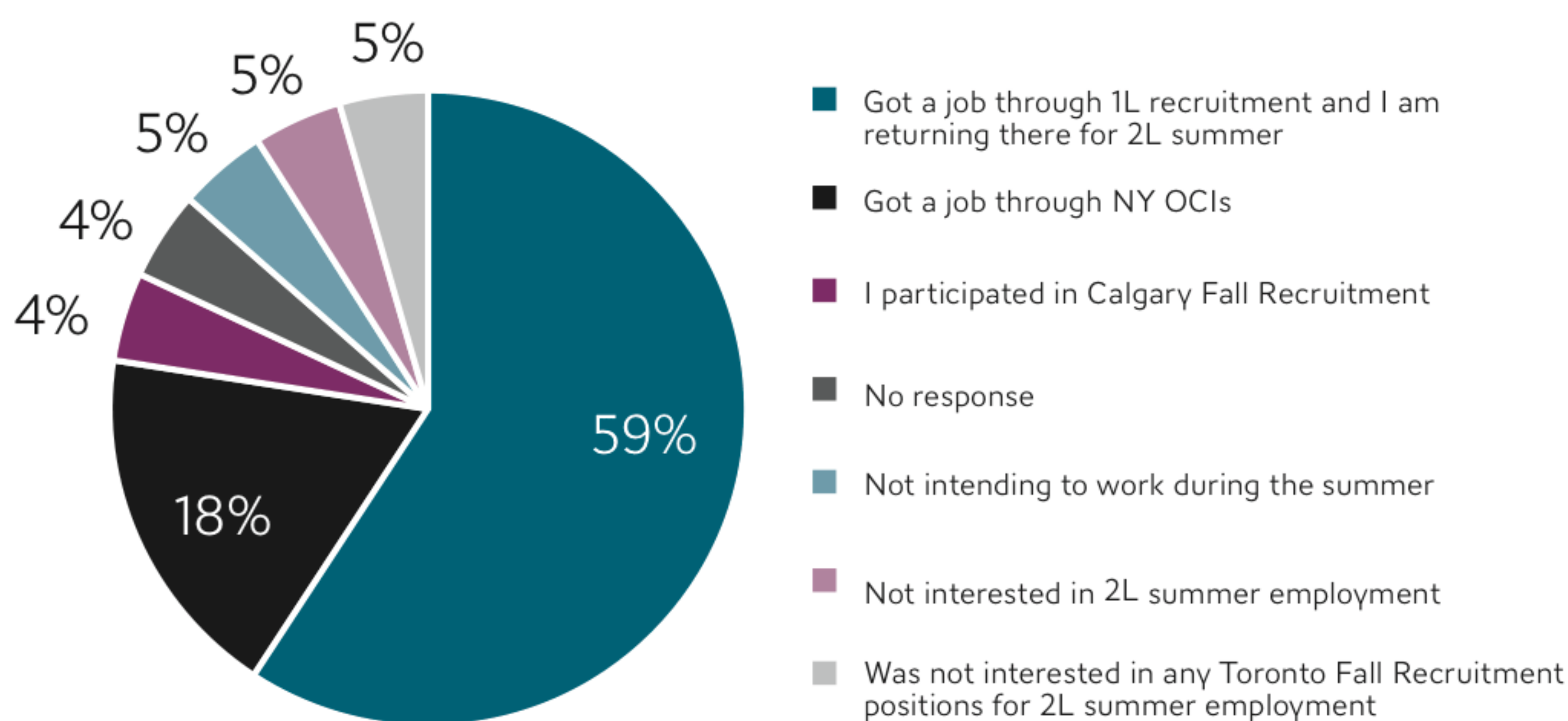
This process was only stressful because we as a 2L body (including myself) made it stressful."

Did the **stress** of fall recruitment have impacts on areas of your life such as relationships, mental/physical health, etc.

■ No  
■ Yes



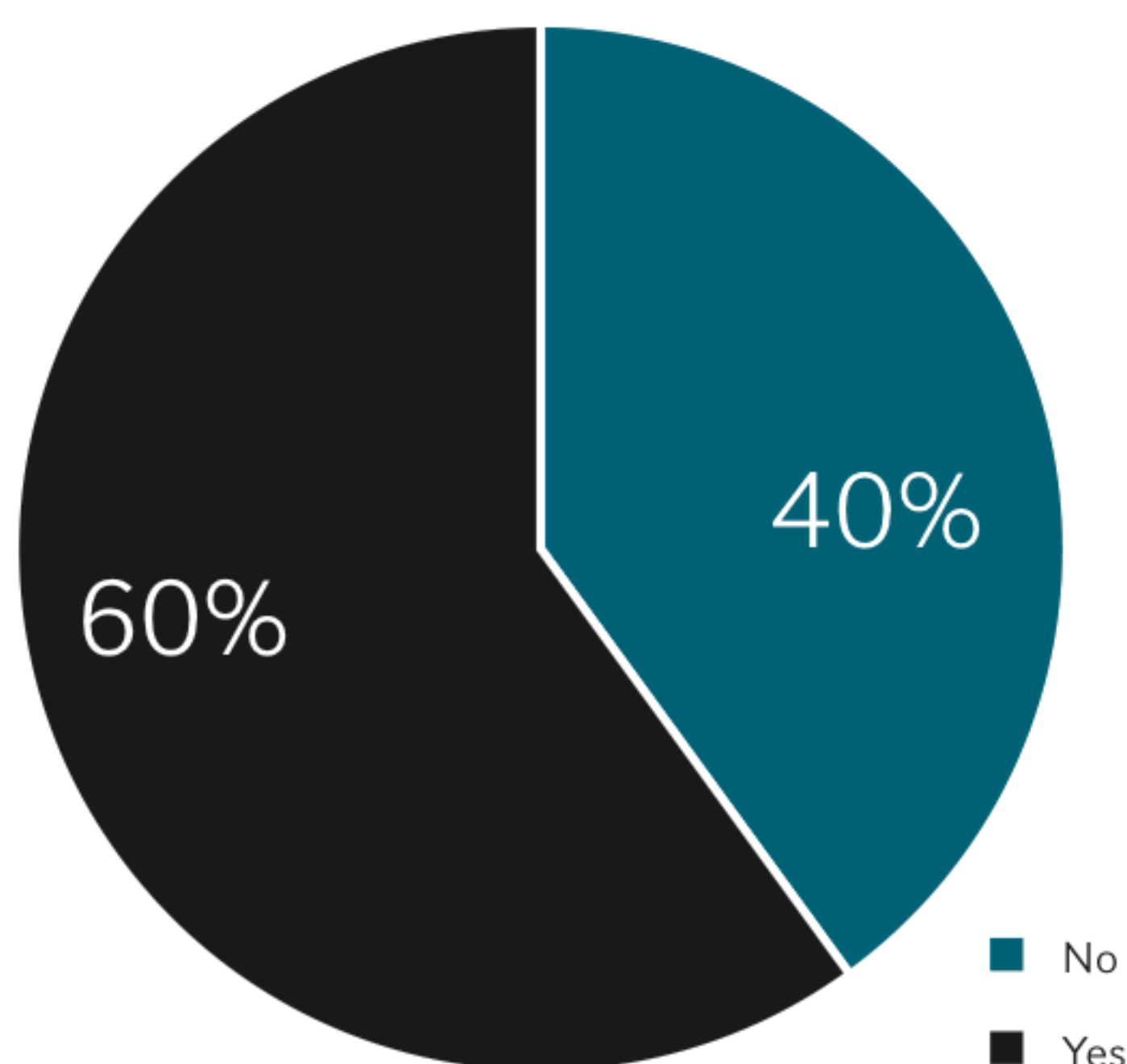
### Some students didn't apply at all—why?



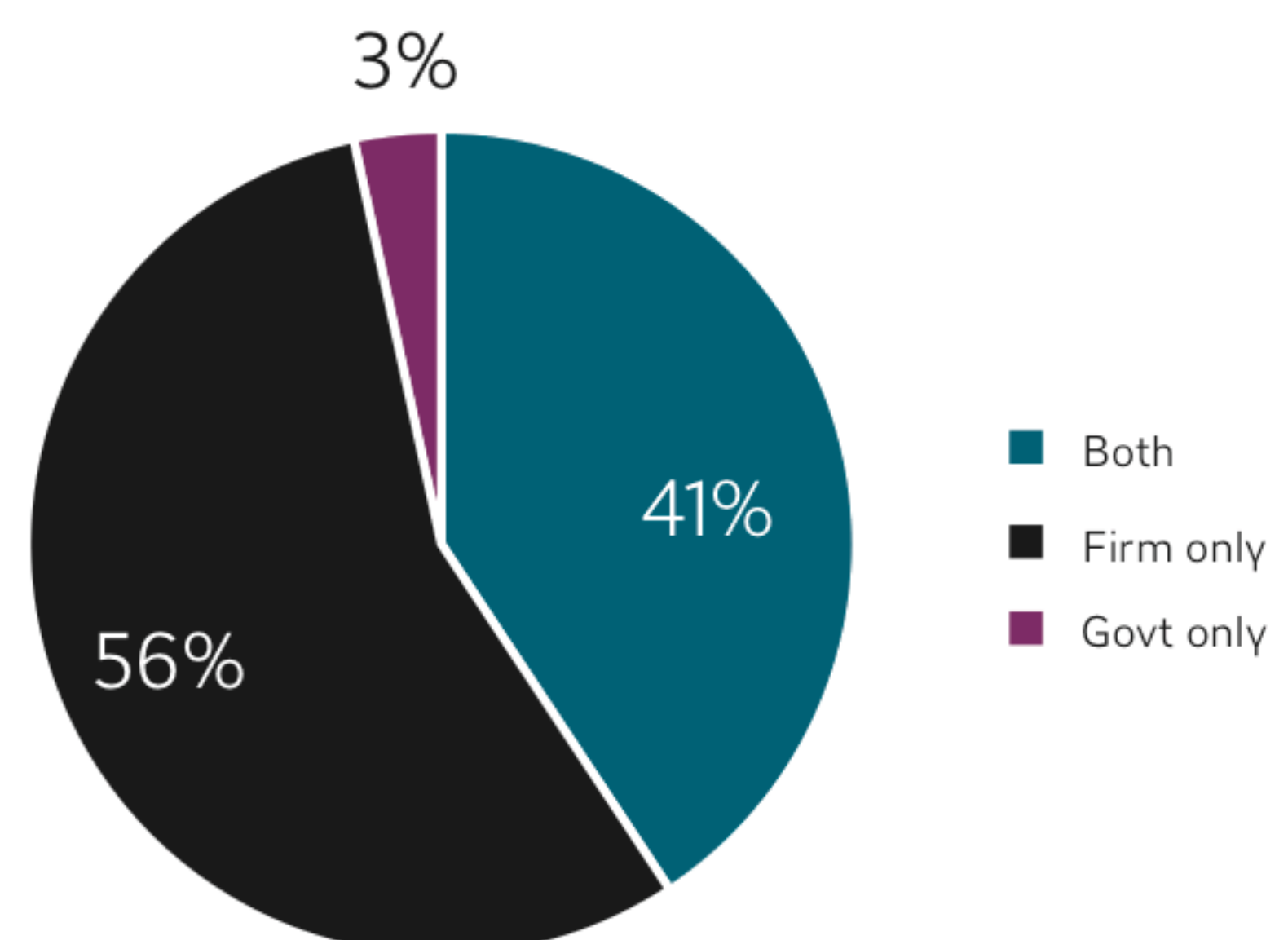
"I had initially described the process as speed dating. But that was only the OCI days themselves.

**The whole experience is closer to a hockey draft. Intensely complex system with a few winners and a lot of losers. I guess that's the big league."**

Are you confident that you are currently pursuing a career that you will be happy with?



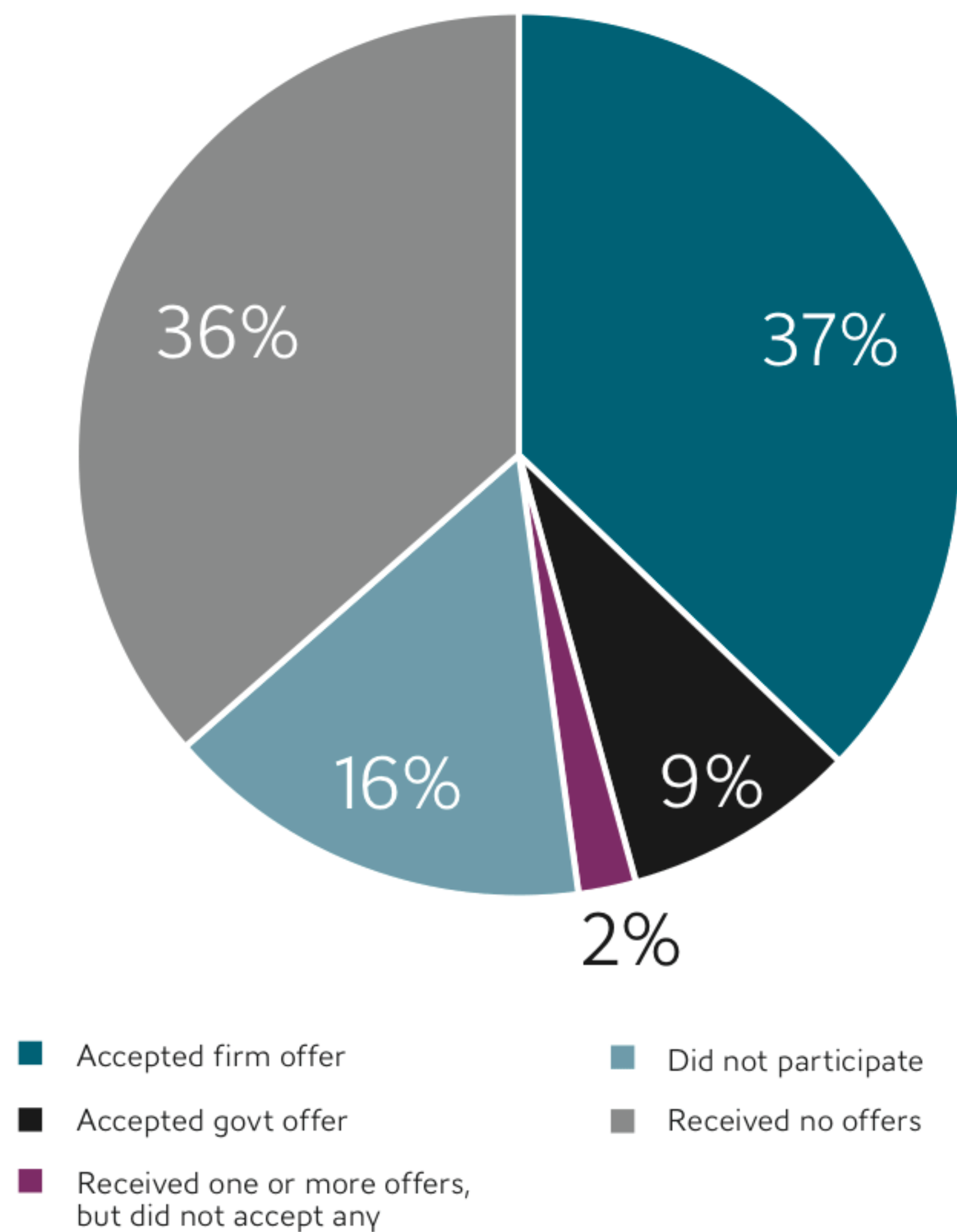
### Applications—where do we apply?



"It wasn't any more stressful than what I would normally expect as a part of law school experience and nothing I couldn't handle. I think the horror stories were a little over-rated."

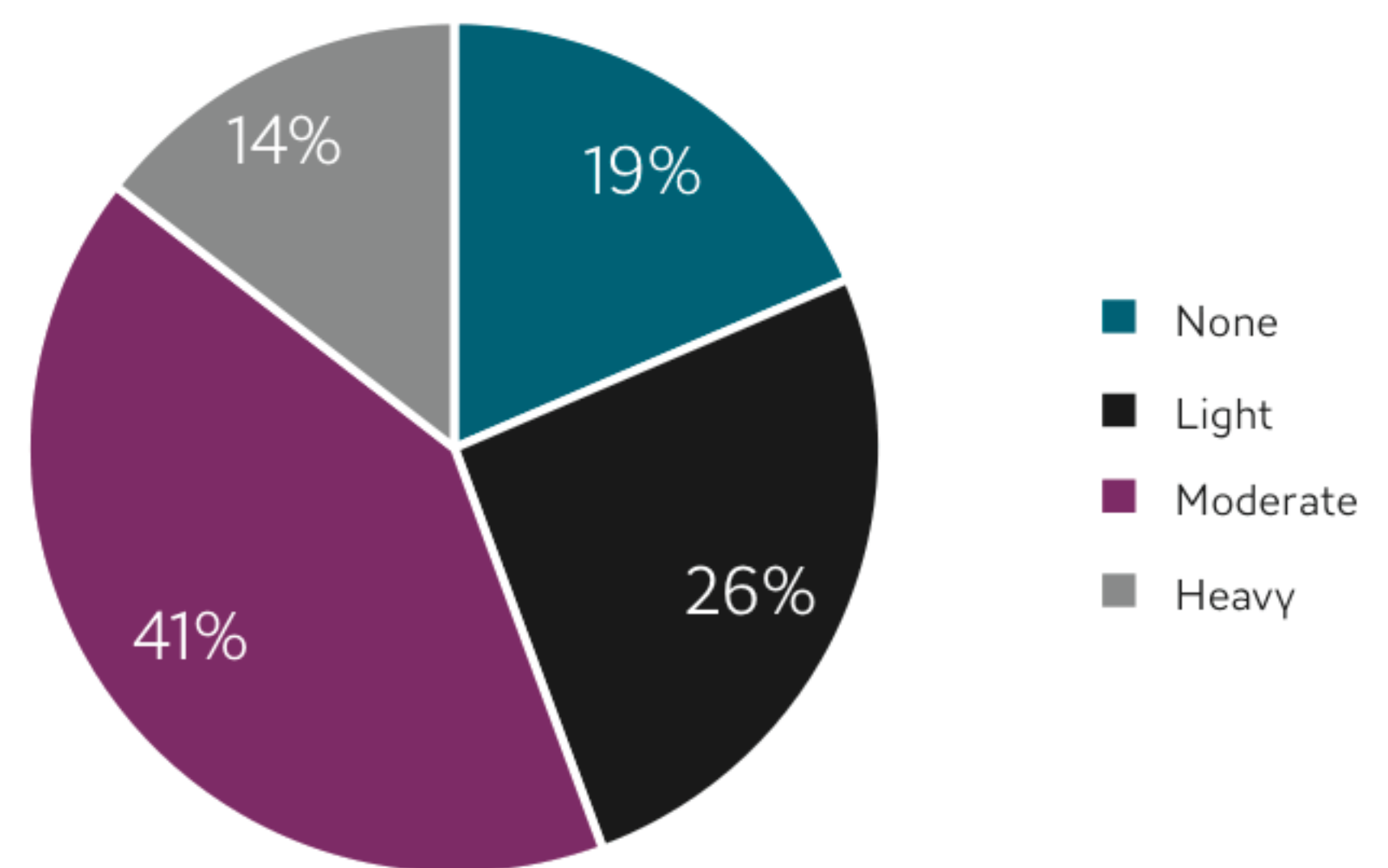


## The Results



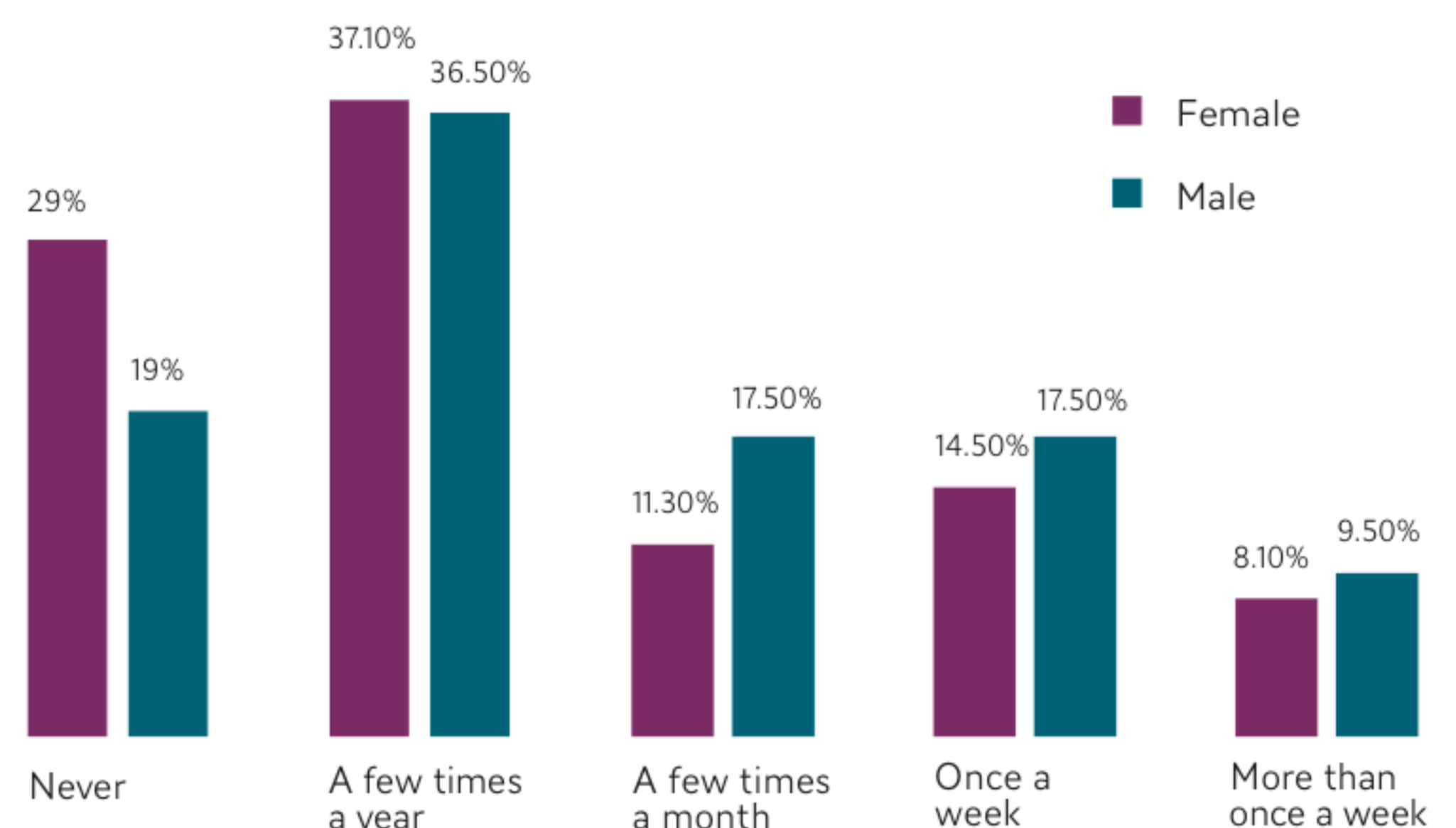
"I really appreciated [the CDO's] offers for support throughout the process. I also liked the student panels, because *it was helpful for those who didn't have many personal contacts* with people who had been through the OCI process previously."

## Drinking habits during law school

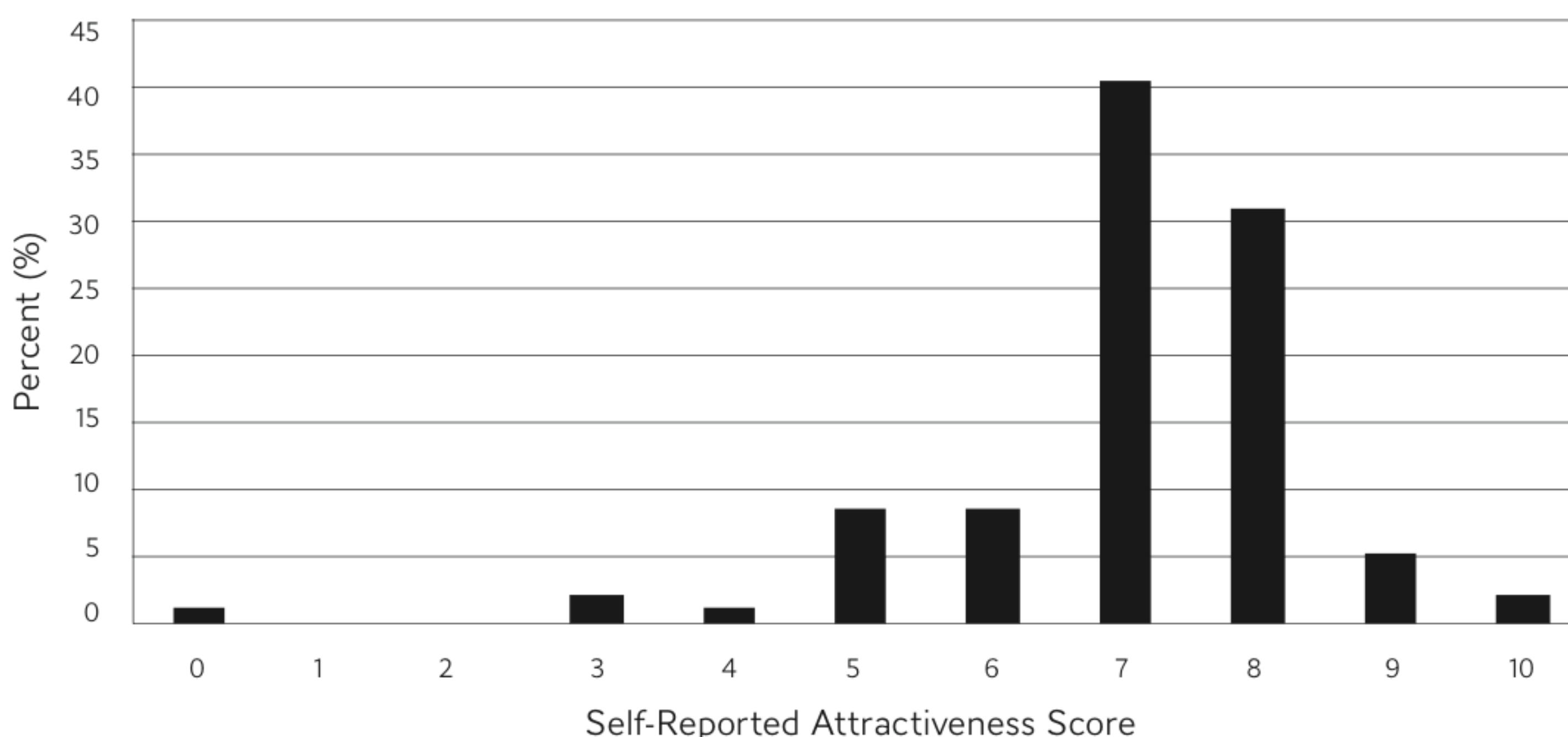


"I ended up accepting an offer with a small criminal defence firm that hadn't participated in OCI's. I heard about this firm through a complete chance encounter with a summer student there last year, and had that not happened, *I never would have known they exist let alone that they were hiring summer students!* I would suggest that the CDO take a more active role in informing students of employers who are not participating in OCI's."

## How often do you binge drink?



## Attractiveness (1-10 scale)



"**Interviewing at the bay street firms was a completely demoralizing experience, firms play mind games with you. They all know how terrible the experience is and their lawyers openly joke about the emotional toll it takes on people.**"