

FROM THE CO-ORDINATOR'S DESK...

By Kathleen Stewart

Ordinarily, I might tire of hearing the same thing year after year. However, there is an exception to this and that is the amazing employment news from our newest graduating class who are keeping the hot job statistics going. There was great interest from students in working downtown Toronto and there was no shortage of positions. Requests from my professional network started filling my inbox in February and there was a constant flow of job postings through the spring (they are still rolling in)! Students who sought employment in the Durham Region were equally successful. Seventy per cent of this year's class were in related employment before they walked across the stage for graduation! It does not look like this trend is likely to end anytime soon based on what I am hearing from my network which bodes well for alumni and new graduates alike. I think I could have a parallel career as a recruiter!

An unfortunate development in our field was a very recent decision of the Institute of Law Clerks to end their accreditation program. In essence, the program accredited some colleges allowing those colleges' graduates to by-pass the courses and exams linked to the Associate level of membership. This was done in recognition of college curriculum that aligned with the Associate course curriculum. The relationship between ILCO and college programs in Ontario was a positive one and we are sorry to see this program come to an end.

Some of you might be thinking, what does this mean for me? The quick answer is, if you are currently in the program or have already graduated from the program, there is no impact as you will be grandfathered in. This change will impact students coming into all law clerk programs in the fall of 2020. The change does not impact any student wishing to secure a student membership or graduates seeking Ordinary membership in ILCO. Questions relating to this announcement should be directed to ILCO.

Looking forward, great things are happening in the program including Co-Op and the Alumni Mentoring Program which you can read about in this issue of Legal Reflections.

Be sure to keep your contact information up to date with the [Alumni Association](#) so that you continue to receive Legal Reflections and all of the benefits associated with being a DC Alumni!





DIANA LAURIA



CHIARU OOKA

2019 LEGAL CAREER PREPARATION AWARD WINNERS

For the 13th straight year, students in the Law Clerk Advanced program have raised funds for student bursaries through their work in the Legal Career Preparation course.

Full-time students in the final semester of the program who have a cumulative grade point average of 3.0 or higher are eligible to apply for the bursary known as the Legal Career Preparation Award. Unlike many bursaries that have financial need as the primary requirement, this award recognizes students who demonstrate strong employability skills throughout their three years at Durham College.

Recipients of this award have successfully demonstrated the following:

1. A strong commitment to their education as evidenced by regular attendance and active, quality participation in class.
2. Essential employability skills including strong written and verbal communication skills, an ability to meet deadlines while producing quality work, consistently demonstrating initiative, and a high degree of professionalism.
3. Strong interpersonal skills including the ability to work collaboratively with others in a positive and productive manner, the ability to adapt to change, resolve conflict, and solve problems in a team environment.

This year's recipients were:

- Diana Lauria – Diana has accepted a position with Bennett Jones LLP in their Corporate Services Branch.
- Chiuru Ooka – Chiuru will be continuing her education in pursuit of her goal of becoming a lawyer!

Congratulations ladies!



WHAT'S UP WITH CO-OP?

The Law Clerk Advanced Program is positioned to offer a co-op option to students who will be entering the program in the 2020-2021 academic year. As you can imagine, there is a great deal of behind-the-scenes work to be done before something like this can be launched including various administrative approvals, curriculum development and alignment and the recruitment of participating agencies to name but a few. Having a robust and successful field placement program for over 30 years should help tremendously with building relationships for the co-op option.

HOW DOES IT WORK?

Enhancing the program through a co-op option does not mean the elimination of field placement as it currently exists. Colleges recognize that diverse student populations have diverse needs and field placement exists in tandem with co-op options in programs and colleges across the province.

Some general characteristics that distinguish co-op from field placement include:

CO-OP	FIELD PLACEMENT
<ul style="list-style-type: none"> Occurs over consecutive weeks in a block between academic terms 	<ul style="list-style-type: none"> Occurs in tandem with the academic term
<ul style="list-style-type: none"> Paid work terms 	<ul style="list-style-type: none"> Typically unpaid
<ul style="list-style-type: none"> GPA ranking for eligibility (e.g. 70% average – 3.0 GPA) 	<ul style="list-style-type: none"> GPA ranking for eligibility (e.g. 60% average – 2.0 GPA)
<ul style="list-style-type: none"> Additional tuition fee 	<ul style="list-style-type: none"> Included in base tuition
<ul style="list-style-type: none"> Formal interviews 	<ul style="list-style-type: none"> Formal interviews may/ may not be required (dependent on agency)
<ul style="list-style-type: none"> Longer work periods (more hours) 	

These are just some of the key differences and while all of the details have yet to be worked out for the Law Clerk Co-Op, there will be two distinct work terms – one after the first year of classes during the May to August period and one after the second year of classes during the May to August period.

A co-op work term can range from 12 to 16 weeks (420 – 640 hours) depending on the program/participating agencies. The current LCAD field placement program is 350 hours in length which is still considerably more than any two-year diploma program. If a student enters the co-op option and is not successful in securing a co-op, they will still have the ability to access the field placement program to ensure they receive valuable on-the-job training prior to launching their careers.

If you work for an organization that is interested in learning more about the Law Clerk co-op option or the field placement program, please contact the following individuals:

CO-OP

Anna DeGrauwe

Co-Op Coordinator

Anna.DeGrauwe@durhamcollege.ca

905.721.2000 Ext. 2619

FIELD PLACEMENT

Trevor Greenall

Field Placement Coordinator

Trevor.Greenall@durhamcollege.ca

805.721.2000 Ext. 2808

ALUMNI MENTORING PROGRAM (AMP)

by Virginia Harwood

What began as a “passion project” is now reality in the Law Clerk programming at Durham College. Fall of 2018 marked the successful launch of a pilot program, through a collaboration with the Office of Development and Alumni Affairs and the Law Clerk program, where 14 students – mentees- were each carefully and individually paired with alumni – mentors- from the Law Clerk program.

The AMP, through the generous volunteer participation of our Law Clerk alumni, focuses on connecting students with established career professionals, providing them with a unique opportunity to develop transferable skills, focus on career development, obtain guidance on career goals, develop networking skills, and learn about workplace dynamics to assist in the transition from college to field placement and career.

Participating alumni have the opportunity to contribute to the success of current students through sharing experiences, knowledge, and skills while staying closely connect to the Law Clerk program and Durham College.

AMP program participants celebrated the success of the program at a recent evening event where they enjoyed sharing their experiences.

We are pleased that the program will continue in the 2019-20 academic year. Should you be interested in participating as an AMP mentor please feel free to contact Virginia.harwood@durhamcollege.ca

We would be pleased to hear from you!

ALUMNI MENTORING PROGRAM – A MENTEE’S EXPERIENCE

by Corinn Galvin

I was honoured to be a part of the inaugural roll out of the Alumni Mentorship Program and am grateful for the knowledge and advice that I received from my mentor.

We were matched based on our similar backgrounds – my mentor and I both had children and we had chosen to go back to school as adults to pursue a second career in life. When Jennifer and I first connected it was via email and although we only met once in person (when we attended the Alumni Mentorship Program Reception) we connected immediately.

It was like we had known each other for forever, and every time we connected it was just like old friends picking up where we left off. Jennifer offered valuable advice and lent an ear when I was struggling with my course load at school while trying to work full time and maintain a household. Without the support of my cherished professors, in no particular order, Lesley Wagner, Kathleen Stewart, and Virginia Harwood, along with my family and Jennifer, I may have let my doubts and insecurities about my newly chosen career path get the better of me. Instead, they encouraged me, guided me, supported me and shared stories of their tribulations and ultimate triumphs at the beginning of their careers.

I believe that having a mentor is a valuable asset for any person in any capacity embarking on a new career - to have someone that has been there and done that, so to speak. To offer support, guidance, and push you when you feel like giving up or you let self-doubt creep into your decision to take a different path.

My mentor and I are still in contact, and although our schedules are busy and it may take weeks between connecting, we know and respect that’s the nature of the business. It has been very rewarding to make a friend, a mentor, and connect with someone who has the same values and aspirations as you.

Moving forward I will always have Jennifer to bounce ideas off of, ask questions of, and vent to, and she knows that I offer that for her as well. It is a very nice friendship based on mutual respect and admiration and it would never of happened without the Alumni Mentoring Program.



ALUMNI PROFILE: ANGELYNE GAGNON

My career in law began in a happenstance way and it continues to surprise me, taking me in directions I never even considered when I began. As a young adult, I enrolled in the Law Clerk Advanced program at Durham College, having been told often that I would be well suited to the legal field. If I'm being honest a major deciding factor for me was the 95% hiring rate after graduation. I also chose this program because it included valuable hands-on training that would serve me well. I never knew it would eventually lead me into a career in human resources.

Perhaps this profile is as much a testament to the power of LinkedIn, because my first role as a law clerk came from a message on the platform shortly before graduating from the program. I was incredibly fortunate to begin my career in an area of law that I loved – corporate. Diving into it, I grew substantially within my first year and before long a LinkedIn InMail granted me the opportunity to stretch my wings in a bigger firm, FIJ Law LLP. I loved the processes, I loved taking an incredibly messy corporate organization and turning it into something beautiful, and I loved the responsibility. I enjoyed interacting with affluent business masterminds and with the incredible people that I called my colleagues and more importantly, my mentors. Despite all this, there was always a tiny something missing in my career. Just shy of four years into my career as a corporate law clerk, another opportunity came knocking on (you guessed it) LinkedIn.

I had interacted with a talent manager on LinkedIn, inquiring about the industry and possible directions I could take my career if I ever decided to make a change. Before long, he approached me with an intriguing idea: to join him as a Talent Manager myself at Randstad Canada in the new legal unit he began. I had never considered a career in human resources, but the only thing missing from my current career was the feeling of having a profound impact on someone's life. Although I was terrified of making such a huge change, it was that very fear that pushed me forward to pursue an adventure I knew would be worth the risk. I'm happy to say that so far, it is going well. I love connecting with legal professionals and soaking in the details of their careers, learning about what they value, and helping them land a new role. Seeing the joy on their face when I visit with them or hearing it in their voice when I tell them they got the job is worth the time it takes to forge those relationships. Yes, I miss my law firm and sometimes I miss being a corporate law clerk, but I feel incredibly fulfilled, challenged and supported at Randstad Canada and I am looking forward to a long and rewarding career with them. Plus, Treat Thursdays is a nice perk to the job!



ILCO CONFERENCE

by Virginia Harwood

In May, Law Clerks from across Canada gathered in beautiful Quebec City for the 29th annual Institute of Law Clerks of Ontario (ILCO) conference. Durham College was a proud supporter and sponsor at this year's conference.

Attendees, including Stephanie Ball, Darla Weir, and Virginia Harwood, from Durham College, enjoyed conversations with colleagues from across Canada, including alumni from both the Law Clerk and Office Administration programs!

Exhibitors showcased emerging practice supports and legal resources over four days of networking and product demonstrations. The conference offered a diversified selection of concurrent sessions across disciplines including artificial intelligence, cyber security, recent developments in labour and employment law, as well as a variety of professional learning in estates, corporate, family, and litigation. In addition, Stephanie and Virginia had the privilege facilitating a concurrent session on Exploring Interest-Based Mediation.

Notably, we also enjoyed spending time with members of the ILCO Board of Directors all of whom are great supporters of the Law Clerk programming at Durham College. Niagara Falls will be the host city for the 2020 annual ILCO Conference. The conference committee dedicates many volunteer hours to ensure all attendees have a memorable and meaningful professional learning experience. I hope you will take time to connect and learn at the next ILCO conference.



MY JOURNEY — FINDING THE LAW I LOVE

by Jennifer Deck

I have always had a love of law. Years ago, I thought I wanted to be a police officer, so I went for it! I did a high school co-op with the Toronto Police Service, received my diploma in Police Foundations, and then completed testing with the Toronto Police College. However, it just didn't feel right. I was offered a job with IBM/Lenovo and settled in as a Support Supervisor and at the ripe old age of 31, my division of the company was moved overseas. I then had to make a choice: look for another job in the same profession or go back to school. I chose Durham College, and its 3-year Advanced Law Clerk program. I didn't know it then, but it would change my life in the most profound ways!

Over the duration of the next three years the professors and courses prepared me and gave me the confidence to go after the career I always wanted. The friends I made quickly became colleagues, sources of advice and shoulders to lean on. I can now happily say that I have worked at two of the biggest law firms in Toronto (Fasken Martineau & Borden Ladner Gervais), as well as in-house for the biggest pharmaceutical company in Canada (Shoppers Drug Mart) and currently at the biggest cannabis company in the world (Aurora Cannabis Inc.)

Most recently I was honoured to be asked to be a mentor in the Durham College Alumni Mentoring Program ("AMP"). I jumped at the chance to "pay it forward". It has been one of the most rewarding things I have done to date. Taking part in the AMP, re-energized my career, career goals and allowed me to make meaningful connections old and new. As a mentor, I strive to provide "insider" information, knowledge and guidance, while also being a sounding board providing my mentee a platform to ask questions, voice concerns, or even just chat. It has been very empowering to see my mentee grow in so many wonderful ways, knowing that I've made a difference. I hope to continue doing this for many years to come.

In closing, I cannot say my journey hasn't been without its twists and turns, but through it all, I knew I had the support of my family and ever-growing Law Clerk community.

LAW CLERK NETWORKING EVENT — NERVES OF STEEL

by Kathleen Stewart

This has been another banner employment year for our graduates. The success of students in the Law Clerk Advanced program is not a fluke. If you have read Malcom Gladwell's book, *Outliers*, then you know that success truly comes from a great deal of hard work — typically 10,000 hours according to Gladwell. Students who experience great success typically do so because thousands of hours have been spent designing, delivering, and consuming educational opportunities.

One such opportunity is the Annual Networking Event held at Durham College's award winning Centre for Food, and more specifically, Bistro '67. Interacting with employers in a speed-dating like setting can be overwhelming and require nerves of steel, but at the end of the day, students who participate typically come through the experience much more confident and prepared to launch their career in law.

This year our employers included:

- Aird & Berlis LLP
- Bennett Jones LLP
- Stikeman Elliott LLP
- Osler, Hoskin & Harcourt LLP
- Davies Ward Phillips & Vineberg
- Epstein Cole LLP

Now in its 4th year, the event was as lively and interactive as ever, and resulted in many follow-up job interviews and over eight full-time hirings! Regardless of whether or not graduates secure a job as a direct result of the event, the occasion gives students valuable networking and interviewing experience that can help them discover their strengths, identify gaps in their job search skills and set goals and plans for addressing those gaps. In general, it is a great confidence booster as it helps demystify what employers want and helps students realize that employers are very easy to interact with!

I would like to thank our wonderful employers and the student committees who helped make the event a reality.



TAYLOR INSTITUTE OF TEACHING & LEARNING CONFERENCE

by Kathleen Stewart

Co-Op – Field Placement – Internships – Simulations – Service Learning. In a world obsessed with buzz words, these are just a few that have been flying around over recent months. The terms are not new to those of us who have worked on college campuses for many years but they have taken on a new life in recent months. The all-encompassing term – Work Integrated Learning (WIL) – has emerged from academic literature and government reports in an attempt to capture the wide range of things that happen at the post-secondary level to breathe ‘real-life’ into educational experiences.

Recent government proclamations, at both the provincial and federal levels have many universities and colleges working feverishly to define, establish, or enhance what currently exists to make clear connections between education and the workplace. Given this timing, it was not surprising for this year’s Conference on Post-secondary Learning and Teaching to have Experiential Learning as its theme.

I was fortunate to travel with my colleague, Virginia Harwood, to the University of Calgary’s Taylor Institute for Teaching and Learning in early May. I presented a concurrent session on Strategies to Improve Student Preparation, Engagement and Learning in WIL that I have developed over the years in the Law Clerk Advanced program.

The blizzard that preceded our arrival (yes, blizzard on April 27th!) did not interfere with all of the amazing learning opportunities at the conference and I’m looking forward to using what I learned to enhance the student experience in the Law Clerk Advanced program.

