



THREE YEARS OF THE LPP

Ryerson's Law Practice Program (LPP) Why? It's Working!

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

Experiential Training That Better Serves the Public

Tab 1

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 LSUC
3. Excellent lawyers - 200 plus - develop, deliver, mentor, supervise and assess it
4. Excellent training that lawyers need to serve the Public in the 21st Century

Work Placements for All

Tab 2

1. 100% of Candidates have been placed in each of the first two years, notwithstanding it is a new program, in a challenging market, with a profession that likes its traditions
2. 440 new placements over 2 years across the province: mid-size, boutique and small private firms; in-house roles; government opportunities; and legal clinics
3. 72% paid Year II (stipends: 6.8% Year II down from 9.8% in Year I) - as good as articling
4. Post-placement success Year II: as of May 2016, 44% were either hired or extended, up from 35% in Year I

Strong, Diverse Candidates - Very Successful LSUC Diversity Program

Tab 3

1. Candidates reflect the Province of Ontario, not necessarily the legal profession
2. 440 (of 524) Candidates completed the 4-month training, then 4-month work placement
3. Very successful diversity program by the LSUC - Candidates have opportunity to get jobs
4. About half are from 17 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 2 years: 57 different languages. Year II: 63 Candidates completed 33 different Masters Degrees, and 4 different PhDs; 24 Candidates have practiced abroad on average 5.8 years

Very Successful – Candidates Are Working After Call

Tab 4

1. 75% of Year I who are Called were employed full time in law 6 months post-LPP
2. 75% of Year I who are Called are employed in law or law-related positions one year post-LPP (plus 5% are otherwise employed and 3 Candidates have reported being on Family Leave)
3. Post-placement success Year II: as of May 2016, 44% were either hired or extended, up from 35% in Year I

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. Access to Justice Innovation Challenge (A2J) encourages Candidates to develop smarter, faster, better ways to meet legal needs
3. Group-firm work and learning encourages success working in teams
4. Diversity and international experience opens eyes and minds to better serve Ontario Society

You Helped Build It. Take Advantage. Use It!

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 60 firms in each of Years 1 and 2. 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 (eg 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.

LAW PRACTICE PROGRAM (LPP)

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

- Administrative Law (previously a Landlord/Tenant matter; this year 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 2015) 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 webconferencing and other online platforms (eg 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)

**LAW
PRACTICE
PROGRAM**

**RYERSON
UNIVERSITY**

Training Component

17 weeks



- Ethics and Professionalism
- Oral and Written Communication
- Analytical Skills
- Research Skills
- Client Relationship Management
- Practice Management

AUG

OCT

DEC



ONGOING MEETINGS & EVENTS

- Professional Development and Guest Speakers
- Client interviews, meetings & negotiations
- Weekly meetings with Managing Partners
- Courthouse and Tribunal visits
- Hearings and appearances before assessors
- Virtual Firm meetings led by lawyer Mentors

GENERAL FILE WORK

- Open and manage files, including retainers, conflict checks, tickler systems
- Manage, review, analyze and address correspondence and memos to file
- Docket all matters - billable and otherwise, review accounts and prepare draft invoices

CLIENT MATTERS

- Administrative Law
- Business law
- Civil Litigation
- Criminal Law
- Family Law
- Real Estate Law
- Wills and Estates Law

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- Legal Research and Memorandum
- Draft Retainer
- Draft Demand Letter
- Respond to urgent voice message
- Draft Opinion Letter
- Draft Designation
- Draft letter to opposing counsel
- Draft Agreement of Purchase and Sale
- Draft Application and Financial Statement
- Draft Statement of Claim
- Memo – Bail Hearing
- Search of Title through Teraviv
- Review Pleadings of other side
- Draft Letter of Intent
- Confirming Representation and Capacity
- Draft Application
- Small Claims Research
- Draft Powers of Attorney for Property and Personal Care
- Draft Requisition Letter
- Draft Reporting Letter
- Draft Closing Agenda, Share Purchase and Non-competition Agreements
- Contract Drafting
- Draft questions for Examination-in-Chief and Cross-Examination
- Draft Statement of Funds and Statement of Adjustments
- Discuss file strategy
- Draft Third Party Consents and Promissory Note
- Prepare Case Conference Materials
- Guilty Plea and Sentencing
- Draft Affidavit of Documents
- Draft Will
- Present submissions to the Landlord & Tenant Board
- Prepare client for examinations
- Review and use precedents and checklists

SPECIAL PROJECTS

- Intensive Trial Advocacy Program
- Business Plan
- Access to Justice Innovation Challenge
- In-House Counsel Concentration

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Thank You

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



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RYERSON LAW PRACTICE PROGRAM (LPP)

Thank You

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and The Law Society of Upper Canada.

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Jack Zawistowski
Deborah Zemans
Maanit Zemel
Justice Roselyn Zisman
Cara Zwibel

Thank You

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:

65 Practitioners, from many organizations, providing advocacy training

and



Looking forward to the 2016–2017 Law Practice Program



2015/2016 LPP Candidates

Expert Advocacy Practitioners

Alia Ahmed
Scott Arnold
Aghi Balachandran
Sandra Barton
Katherine Batycky
Jon Bell
Vitali Berditchevski
Geneviève Bertrand
Dan Block
Sheila Block
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Lynn Vicars
Tracy Warne, QC
Michael S. F. Watson
Sarah Whitmore
Grant Worden

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 440 work placement job postings, during the first two 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, Legal Association Newsletters and, this year, in the National Post.

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 two years, the Work Placement Office has been able to create over 440 work placement opportunities that would not have otherwise existed in Ontario. Over 70% 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 and legal clinics to 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 expanded LPP Candidate pool and is on track to once again meet our target of a 100% rate of placement for all LPP Candidates during the third year 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:

- 75% of Year I who are Called were employed full time in law 6 months post-LPP
- 75% of Year I who are Called are employed in law or law-related positions one year post-LPP (plus 5% are otherwise employed and 3 Candidates have reported being on Family Leave)
- Post-placement success Year II: as of May 2016, 44% were either hired or extended, up from 35% in Year I

Ryerson Law Practice Program (LPP)

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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Aequitas Neo Exchange
Ajay Duggal Professional Corporation
Alcohol and Gaming Commission of Ontario
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Canadian Environmental Law Association (CELA)
Cardus
Castle-Trudel
Centre for Addiction and Mental Health (CAMH)
Centre for Spanish Speaking Peoples
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Chicago Title Insurance Company Canada
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Community Advocacy & Legal Centre (Belleville)
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GFL Environmental Inc.
Gibson Criminal Defence
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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
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Hudson's Bay Company
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Law Office of Adela Crossley
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Ledgley Law
Legal Aid Ontario (LAO) - Major Case Management Office
Lomic Law

LoPresti Law
Lori R. Dubin Family & Criminal Law Office
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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Scotiabank - Bank of Nova Scotia
Shael Eisen Professional Corporation
Shemesh Criminal Law

Shillers, LLP
Sobeys Inc.
Soble, Davis & Day LLP
Society of Composers, Authors and Music Publishers of Canada (SOCAN)
Solomon Orjiwuru Law Office
Sony Music Entertainment Canada Inc.
Stephen Hebscher, Barrister 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
Thomas G. Chalmers
Thomson Mahoney Delorey
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

RYERSON LAW PRACTICE PROGRAM (LPP)

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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 Barbra Schlifer Commemorative Clinic
 Beber Professional Corporation
 Berger Law Firm
 Bernstein, Newman & Associates
 BMO - Bank of Montreal
 Bookman Law Professional Corporation
 Brookfield Asset Management
 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
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 Dorrington & Associates Professional Corporation
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Ministry of Attorney General - Court Services Division
 Ministry of Attorney General - Crown Law Office Civil
 Ministry of Government and Consumer Services
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 Mount Sinai Hospital
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 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 (PBL0)
 RBC - Royal Bank of Canada
 Rene Larson Law Office
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Sack Goldblatt Mitchell LLP
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 Smordin Law Professional Corp.
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 SP Law Office PC
 Squire Law Office
 St. Michael's Hospital
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 Stevensons LLP
 Subhash Joshi Law Office
 Sunnybrook Health Sciences Centre
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 The Children's Aid Society of Hamilton
 The Law Office of Alesha A. Green
 The Law Office of Vaneer 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**

LAW PRACTICE PROGRAM (LPP)

CANDIDATES

Curious, Creative, Intelligent, Diverse, Ambitious

Over the last two years **50% of LPP Candidates have graduated from one of 17 different law schools across Canada** (all of the Ontario schools, except Lakehead) and of the internationally-educated (**104 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 II: 63 Candidates completed 33 different Masters Degrees, and 4 different PhDs; 24 Candidates have practiced abroad on average 5.8 years.

Masters Programs		
Art History	Arts	Business Administration
City Design and Social Science	Early Childhood Studies	Economics
Education	English	Health Administration
History	Human Resources Management	Human Rights and Criminology
International Affairs	Law	Law - Business Law
Law - Canadian Common Law	Law - Commercial Law	Law - Constitutional Law
Law - ELLM	Law - Employment and Labour	Law - International Business Law
Law - International Economic Law	Law - International Humanitarian & Security Law	Law - International Trade Law
Philosophy	Political Science	Psychology
Public Policy and Administration	Public Relations	Slavic Studies
Social Work	Socio-Legal Studies	Sociology
PhD Programs		
Law	Law - International Human Rights	Philosophy
Science		

LAW PRACTICE PROGRAM (LPP)

Year I and Year II: LPP Candidates are fluent in 57 languages ranging from American Sign Language to Yoruba.

American Sign Language	Arabic	Bengali
Bosnian	Cantonese	Chinese
Danish	Dari	Edo
English	Farsi	Filipino
French	German	Greek
Gujerati	Hebrew	Hindi
Hindko	Hungarian	Ibibio
Ibo	Isoko	Italian
Japanese	Kannada	Khme
Korean	Latin	Malay
Malayalam	Mandar	Mandarin
Nepali	Oriya	Pashto
Persian	Polish	Portugese
Punjabi	Romanian	Russian
Serbian	Shona	Sinhala
Spanish	Swahili	Swedish
Tagalog	Taiwanese	Tamil
Teochew	Twi	Ukranian
Urdu	Vietnamese	Yoruba

LAW PRACTICE PROGRAM (LPP)

SUCCESS AFTER THE LPP

- 75% of Year I who are Called were employed full time in law 6 months post-LPP
- 75% of Year I who are Called are employed in law or law-related positions one year post-LPP (plus 5% are otherwise employed and 3 Candidates have reported being on Family Leave)
- Post-placement success Year II: as of May 2016, 44% were either hired or extended, up from 35% in Year I

A sampling of their **job titles** include:

Anti-Money Laundering Client Analyst	Associate Lawyer
Associate Legal Counsel	Bilingual Staff Lawyer
Business Manager	Compliance Officer
Contract Reviewer	Duty Counsel
Early Resolutions Officer	In-House Corporate Counsel
In-House Counsel	Junior Lawyer
Junior Partner	Lawyer In Association
Leasing Manager	Legal Clinic Staff Lawyer
Legal Counsel	Legal Counsel and Compliance Coordinator
Legal Editor	Legal Manager
Legal Officer	Listings Analyst
Operations	Partner
Private Practitioner	Project Coordinator
Resolution Manager	Returning Officer and Board Secretariat
Sole Practitioner	Strategic Planner
Tech Start-Up Developer	Trust Officer

INNOVATION

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

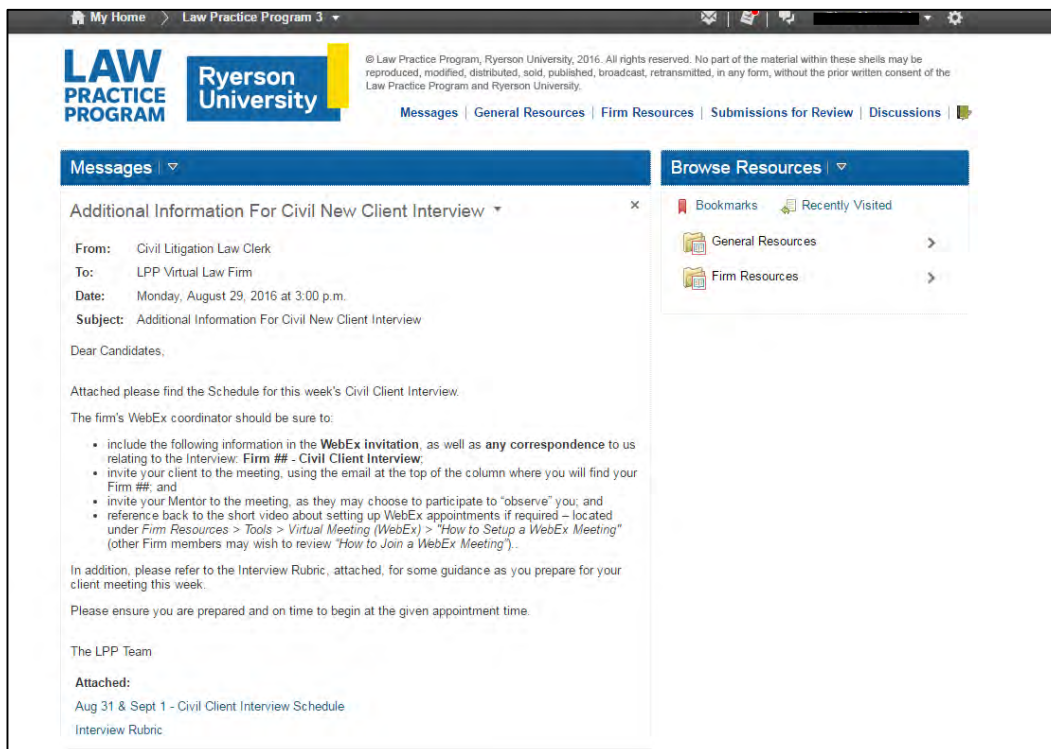
A few examples of LPP innovations include:

- **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: webconferencing 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 65 practitioners from various organizations for candidates in Year II and are doing so again in Year III.
- **Alternative Dispute Resolution (ADR)** - In Year III, Allan Stitt delivered his Harvard Negotiations Workshop, enhancing the presentations and his online Negotiation Module previously offered to LPP Candidates. In Year III, Colin Stevenson will be offering his Mediation Workshop. Candidates also engage in ADR via their business, civil litigation and family files.
- **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.

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 displays the LPP website interface. At the top, there is a navigation bar with the following links: Messages, General Resources, Firm Resources, Submissions for Review, and Discussions. The main content area is divided into two columns. The left column, titled 'Messages', shows an email titled 'Additional Information For Civil New Client Interview'. The email content includes a greeting to candidates, a reference to a schedule for a civil client interview, and a list of instructions for the WebEx coordinator. The right column, titled 'Browse Resources', contains a 'Bookmarks' section with links to 'General Resources' and 'Firm Resources'. The footer of the page includes the LPP logo, the Ryerson University logo, and social media links for @RULPP and ryerson.ca/lpp.

LPP Training Summary

440+ Candidates and **120** Firms over two years

In a single Year:

8 Standardized Clients

85+ Simulators per year

90+ Pieces of Simulated Legal Correspondence

40+ Custom Videos

20+ Learning Modules

110+ Deliverables assigned to individual Candidates and Firms

9+ Specialized applications and databases

200+ Practicing lawyers as Assessors, Advisors, Subject Matter Experts and Mentors per year