

# UCalgary Law Innovation Internship Program, Summer 2024

## FAQ's for Employers – February 1, 2024 update

*As Canada's most innovative law school, we are excited to be launching the 2024 UCalgary Law Innovation Internship Program. UCalgary Law students are exposed to many components of innovation through the UCalgary Law Curriculum. The UCalgary Law Innovation Internship Program will allow our students to continue to apply those skills and knowledge with innovative employers like you. Past innovation interns have made significant contributions to operations of our partner employers.*

### Student/Employer Testimonials

<https://www.youtube.com/watch?v=-HZZCkBoTeU>

<https://www.youtube.com/watch?v=wi-f7nYasek>

### Employer Testimonials

<https://youtu.be/WJNo5OPPPyg>

<https://youtu.be/LrKS09Zwx68>

### Who can hire an innovation intern?

Thus far our employers have included legal service providers, law firms (big law and boutique), legal institutes and the Courts. Any organization in the legal profession, or working at the intersection of legal and tech, that is looking to innovate, improve efficiencies, create new opportunities, or maximize effectiveness can benefit from the work of a keen UCalgary Law student who has received foundational training in this sphere.

### What qualities and skills make a successful intern?

Across the board, employers have provided positive feedback about UCalgary Law interns. When recruiting interns, qualities such as initiative, problem solving and analytical skills, teamwork, interpersonal skills, oral communication, and a sincere interest in innovation are all criteria to consider.

### What training will UCalgary Law students have prior to commencement of their internship?

It will be mandatory for all interns to complete the **Innovation Internship Training** taking place as a series of virtual lunch and learns, commencing the first week of the internship and taking place throughout the summer. In this training, students will be provided with a broad overview of legal innovation, process improvement, design thinking, project management, technology and the business of law. Students will also receive coaching support through the summer, be engaged in case study work, and hear from guest speakers who are immersed in innovation. **The training is paid for by UCalgary Law.**

In addition, all Innovation Law interns will be required to become certified on the [Legal Technology Assessment \(LTA\)](#), through Procertas, prior to commencement of their internships. The LTA is a benchmarked assessment and training platform for various software used in the legal industry including Word Contract and Excel. Many interns have commented on how this training has increased their efficiency at work. **UCalgary Law will also pay for this training.**

**Employers are asked to please facilitate training by allotting work hours to students' participation.**

The knowledge students gain through our Innovation Intern Training Program provides a strong foundation for student interns to work on your innovation projects. Both students and employers have spoken highly about the value this training provides.

**When does hiring take place?**

Hiring happens in stages to accommodate employers who are seeking funding. Second-year students will be eligible to apply in the first round. This early round of hiring will facilitate employers who want to apply for government hiring subsidies that may have earlier deadlines. This is the timeline for the first round of hiring:

**Round-One Hiring, with Extension (Second-year students)**

Please note that the first round of hiring is already under way and, due to Law Society of Alberta rules, was only open for second-year students. The next round of hiring for both first and second-year students will commence on February 22. Should you be interested in hiring a second-year student earlier than the deadline below, due to any given funding deadline, please be in touch with Maryanne Forrayi, Director, UCalgary Law Career & Professional Development Office, at [forrayim@ucalgary.ca](mailto:forrayim@ucalgary.ca) to make arrangements.

**Round-Two Hiring (First or Second-year students)**

|                           |  |
|---------------------------|--|
| February 22, 2024 - noon  | Employer registration deadline (round-two), complete the <a href="#">registration form</a> .                         |
| February 23, 2024         | Postings made available to students  |
| February 29 at noon       | Student application deadline - applications collected through Elevate, UCalgary Law's internal job posting system.   |
| February 29 by end of day | Student applications to be sent in a bundle to all employers via email   |
| March 1                   | Employers start review of applications and arrange for interviews for the following week                             |
| March 4 - 8               | Interviews (virtual or in-person), coordinated by employers  |
| March 11, 9 a.m.          | Matching submissions due by employers and students to <a href="mailto:forrayim@ucalgary.ca">forrayim@ucalgary.ca</a> |
| March 11                  | Matches complete & students informed   |
| March 12                  | Student acceptance deadline  |
| March 13 & March 14       | Employers informed of matches  |

**Ranking & Matching**

After you complete your interviews, you will be asked to rank the students you interviewed and submit them to our office per the schedule above. All rankings will be kept confidential. At that point, matching of students and

employer rankings will take place. Students will also be notified of their best match and students will have the time allotted in the schedule above to respond to our office with acceptance. Employers will be notified of students' acceptance promptly.

### **Who hires the intern(s)?**

Employers will be responsible for hiring interns.

### **What is the duration of the internship and what are students paid?**

Employers are asked to commit to offering a UCalgary Law Innovation Internship for a minimum 10-week period. The pay should be a minimum of \$10,000 for that 10-week period. In the past, however, most internships last for the duration of the summer for 16-weeks. Internships will commence on May 6. This timing will facilitate the training provided.

### **Is funding available?**

Employers may be eligible for various governmental funding programs. Employers have been successful in accessing governmental funding for their summer students in previous years. Employers are responsible for applying for their own funding.

Funding sources taken advantage by employers have included the following however the **summer 2024 programs have not yet been launched.**

#### **TECHNATION Canada - Career Ready Program**

<https://technationcanada.ca/en/future-workforce-development/career-ready-program/>

- In the past they have provided multiple employers in this program wage subsidies of 50% to 70% for tech-immersive student roles.
- Applications are processed on a first-come, first-serve basis (also taking into consideration eligibility) and the program can fill up in the first day!
- We anticipate the summer details will be announced in January but have heard that this program is likely to be funded to the same level as last year.
- Note that employers apply for this wage subsidy program after you have made an offer and a student has accepted.

For questions about the Career Ready program through TECHNATION, contact:

Dave Jolicoeur , Senior Program Administrator, Career Ready

TECHNATION

Email: [djolicoeur@technationcanada.ca](mailto:djolicoeur@technationcanada.ca)

Heather McGilvary, Senior E-Learning & Future Workforce Consultant, Prairies, Career Ready Program

TECHNATION

Email: [hmcgilvary@technationcanada.ca](mailto:hmcgilvary@technationcanada.ca)

#### **Magnet Funding**

<https://swpprogram.ca/>

- Our program is now designated as a Work-Integrated Learning (WIL) program at the University of Calgary which will allow you to access funds through that route, as well.
- One employer took advantage of this funding late in the last cycle.

Please note that other summer student funding may be available through other programs. Employers will be responsible for searching out options and deadlines on their own.

### **Other Important Dates**

|                        |  |
|------------------------|--|
| May 6, 2024            | Internships Begin  |
| May 10, 2024           | Legal Tech Assessment (LTA) through Procertas to be completed by all interns |
| May 7, 8 & 9, 2024     | UCalgary Law Innovation Internship First-Week Training (virtual)             |
| May 14 – June 28, 2024 | UCalgary Law Innovation Internship On-going Summer Training (virtual)        |
| Mid-August 2024        | Student delivers final project presentation to Faculty of Law (virtual)      |
| August 23, 2024        | End date of internship   |
| Post-internship        | Final evaluation required by intern and employer                             |

### **More Media Highlights:**

*Take a look at the following media pieces for some highlights of previous years' programs:*

<https://ucalgary.ca/news/law-school-launches-new-internship-program-innovation>

*Watch our most recent Employer Information Session video:*

<https://yuja.ucalgary.ca/V/Video?v=974941&node=5172443&a=110719350&autoplay=1>

#### **Student Testimonials**

<https://youtu.be/jJGB1QReru8>

<https://youtu.be/3zO5zaMMm9Y>

<https://youtu.be/KL3rSctYa-k>

### **Questions about the UCalgary Law Innovation Internship Program?**

Maryanne Forrayi, Director, Career & Professional Development Office  
University of Calgary, Faculty of Law    Email: [forrayim@ucalgary.ca](mailto:forrayim@ucalgary.ca)