

# UCalgary Law Innovation Internship Program, Summer 2025

## FAQ's for Employers – October 29, 2025

*As Canada's most innovative law school, we are excited to be launching the 2025 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.*

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>

### **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>

### **Student Testimonials**

<https://youtu.be/jGB1QReru8>

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

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

### **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.**

**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.

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.**

**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 (Second-year students)**

December 13, 2024	Confirm by email to <a href="mailto:forrayim@ucalgary.ca">forrayim@ucalgary.ca</a> that you plan to hire an intern as part of round one hiring.
January 3, 2025	Complete <a href="#">registration form</a> to be shared with students.
January 16, 2025	Student application deadline – applications collected through Elevate, UCalgary Law’s internal job posting system.
January 17, 2025, by 4:30 p.m.	Student applications to be sent in a bundle to all employers via email.
January 20 - 24, 2025	Employers review applications & employers schedule interviews for the following period listed below
January 27 – January 31, 2025	Interviews (virtual or in-person), coordinated by employers
February 5, end of day	Matching Submissions due by employers and students to <a href="mailto:forrayim@ucalgary.ca">forrayim@ucalgary.ca</a>
February 6 by noon	Matches complete and students informed
February 7 by noon	Student acceptance deadline
February 7, end of day	Employers informed of matches

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

February 19, 2025	<ul style="list-style-type: none"> <li>Employer registration deadline (round-two), complete the <a href="#">registration form</a>.</li> </ul>
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February 21, 2025	Postings made available to students
February 27, 2025, noon	Student application deadline - applications collected through Elevate, UCalgary Law's internal job posting system.
February 27 by 4:30 p.m.	Student applications to be sent in a bundle to all employers via email
February 28, 2025	Employers review applications and arrange for interviews for the following week
March 3 – 7, 2025	Interviews (virtual or in-person), coordinated by employers
March 10, end of day	Matching submissions due by employers and students to <a href="mailto:forrayim@ucalgary.ca">forrayim@ucalgary.ca</a>
March 11 by 4 p.m.	Matches complete & students informed, students have 24 hours to accept positions
March 13	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 5 at the latest. Employers may make arrangements to have interns start earlier if the student's academic schedule facilitates this. The May 5 (or earlier) start date 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 2025 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 5, 2025	Internships Begin
May 12, 2025	Legal Tech Assessment (LTA) through Procertas to be completed by all interns
May 5 – June 27, 2025	UCalgary Law Innovation Internship Training (held through a series of XXX lunch and learns held virtual)
Mid-August 2025	Student delivers final project presentation to Faculty of Law (virtual)
August 22, 2025	End date of internship (if full 16-week program)
Post-internship	Final evaluation required by intern and employer

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

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