



VIDEO TRANSCRIPT

**Fraser Miner Casgrain LLP**  
**CBC Toronto Vision Award for Immigrant Inclusion winner**  
**2009 TRIEC Immigrant Success Awards**

Karen Tuschak, Director of Paraprofessional Services, FMC: Fraser Miner Casgrain is a national law firm. FMC decided to implement an internship program because we realized there was a void in the legal sector for internationally trained lawyers that were moving to Canada and wanted to practice law.

We decided to implement a six month internship program where an internationally foreign trained lawyer joins the firm and actually is integrated as part of our law clerk program. So they are rotated through our different practice group areas and have hands on experience with the law clerks.

Ashli Saeed, former legal intern, FMC: I'm an internationally trained lawyer from Nairobi, Kenya. When I first came to Canada I was rather distressed because I thought that it would be very easy to get into the legal profession given my academic qualifications and the experience but it did turn out to be a real challenge. What the internship has done for me is one it gave me the Canadian experience, a lot of exposure to what it do require and it gave me networking opportunities to actually get into the work market. It gave me the financial resources because it was a paid internship and it helped to give me all the resources to be able to pursue my national accreditation exams.

Karen Tuschak: It's very hard to recruit great talent and this is something that has really set us apart from other law firms as well.

Wayne Moran, Dean, Faculty of Law, University of Toronto: FMC was the first law firm in the country to step up and say that they wanted to lead by example and to be part of an effort to give foreign trained lawyers access to the legal profession in Canada which I think has enabled the legal profession to become stronger, better, more international, more diverse. And so they've served I think an incredibly important role.

Karen Tuschak: Globalization of all industries is happening throughout the world. The use of internationally trained lawyers and helping them get acclimatized in the Canadian culture assists us in getting a wealth of knowledge and information that we wouldn't be able to get in any other way.

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