

MINING THE SURVEYS: PARALEGAL EXPERIENCE—NOT CERTIFICATE—IS HIRING PREFERENCE

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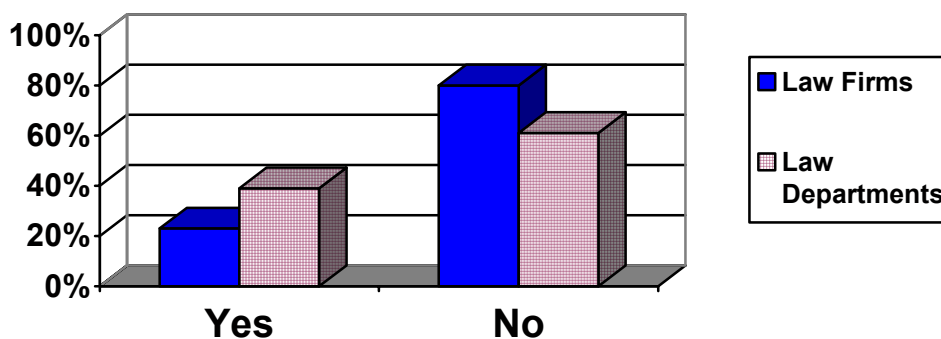
What credentials should you look for when hiring a paralegal? Not exactly sure?

Today, paralegal education is not standardized and the variety of programs is often bewildering to the administrator, paralegal manager or hiring attorney attempting to assess the value of a job applicant's training.

What is clear is that experience and specialization matters—and, formal paralegal education is not always a hiring criterion. Data from the *2003 Annual Compensation Survey for Legal Assistants/Paralegals and Managers* show that only 23% of law firms and 40% of law departments require a paralegal certificate as a hiring criterion.

Education, experience, and specialization are frequently interrelated, which means that as employers, law firms and law departments should be somewhat flexible about hiring requirements.

Does Your Organization Require a Paralegal Certificate as a Hiring Criterion?



Source: *2003 Annual Compensation Survey for Legal Assistants/Paralegals and Managers* conducted by Altman Weil, Inc. and published in partnership with the Legal Assistant Management Association.