

# 2023 Hiring and Compensation Trends

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# Our Speaker

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Legal Practice

Robert Half



1

## Hiring and compensation trends

Explore national and local conditions, including those impacting the legal field

2

## The current marketplace in the legal field

Consider the latest data for the legal field and what that means for your business

3

## Diversity, equity and inclusion in the workplace

Examine how organizations are building DEI into their policies, hiring practices and corporate culture

4

## Summary + Q&A

Summarize key takeaways and answer your questions

# National Trends

## EMPLOYMENT SNAPSHOT: NATIONAL



U.S. unemployment rate as of  
October 2022: **3.7%**

- **1.9%** - College educated workers
- **0.1%** - Attorneys
- **3.0%** - Paralegals, legal assistants
- **3.4%** - Legal secretaries, administrative assistants

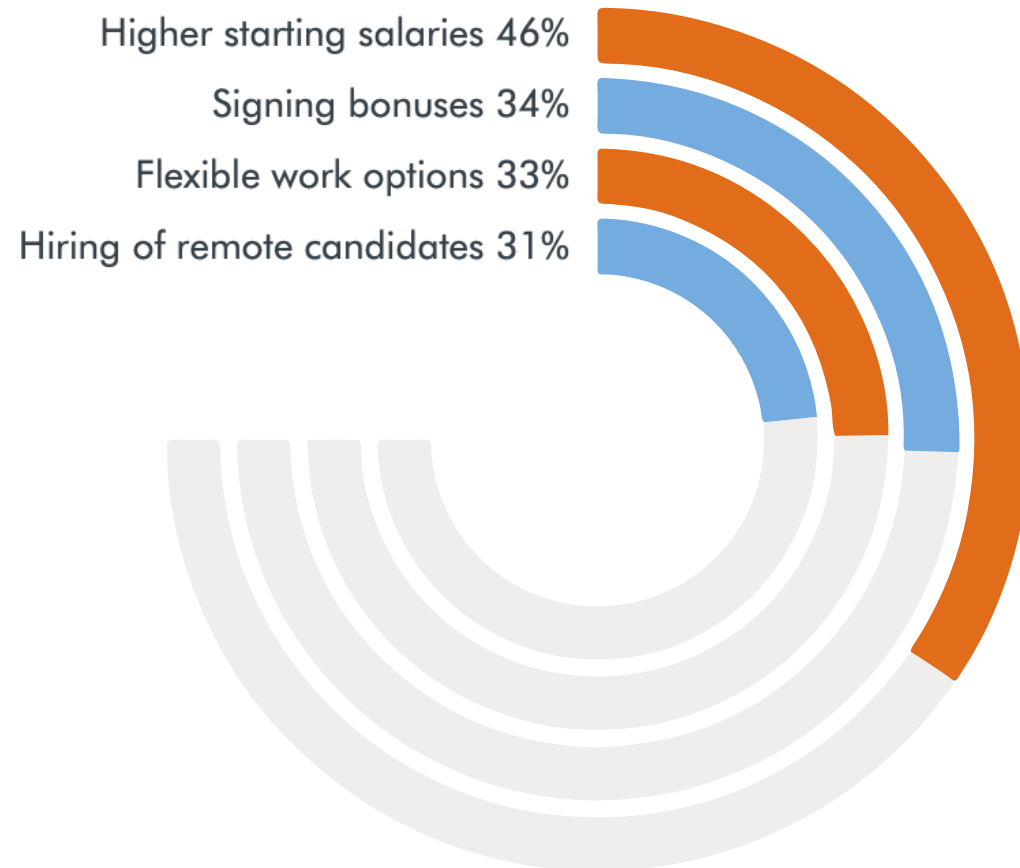
Job openings\*: **10.7 million**

Quit level\*: **4.1 million**

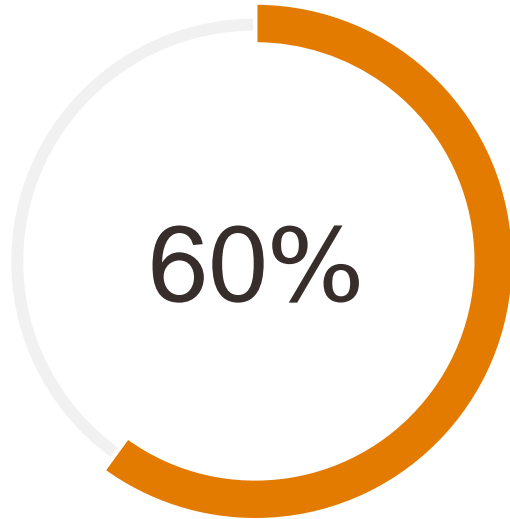
\*As reported Nov. 1, 2022  
Source: U.S. Bureau of Labor Statistics

## TREND 1: HIRING IS JOB NO. 1

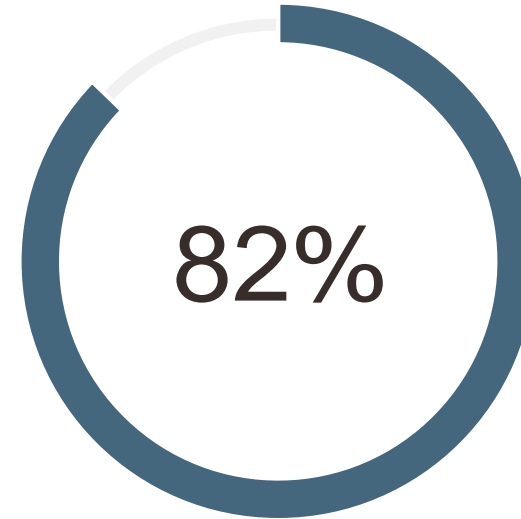
### How employers are attracting skilled candidates



## TREND 2: RISING SALARIES PUT PRESSURE ON EMPLOYERS



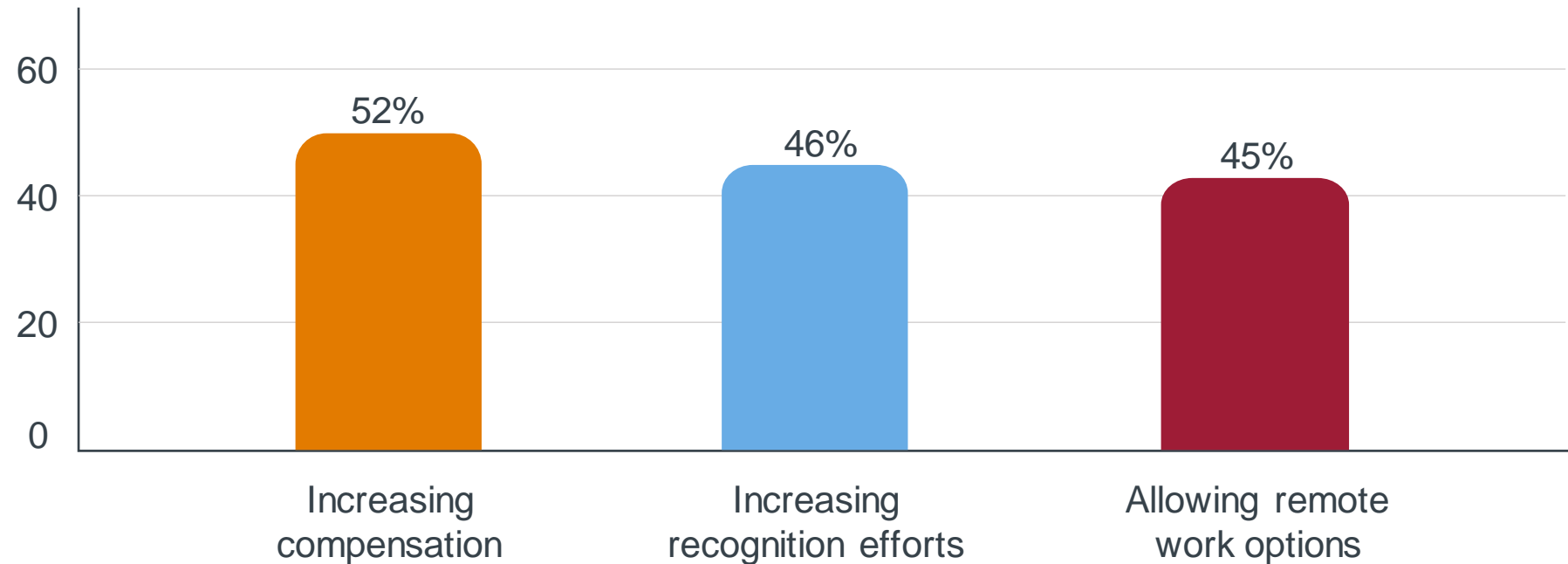
of workers have raised concerns about pay compression.



of senior managers have given raises to those who expressed salary concerns.

### TREND 3: RETENTION RETAINS ITS IMPORTANCE

## How companies are keeping top performers

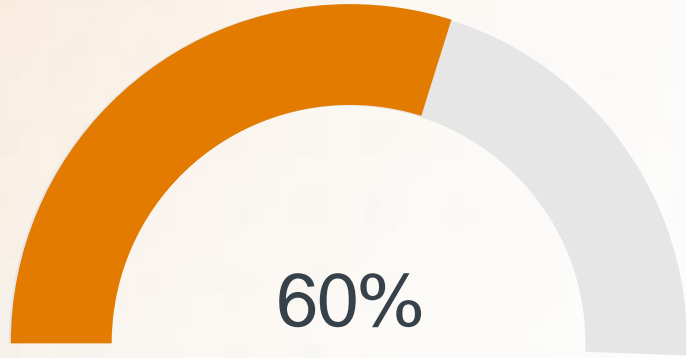




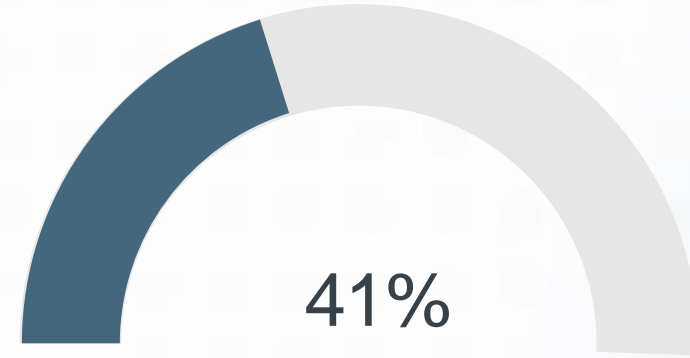
## TREND 4: WORKERS DEMAND FLEXIBILITY



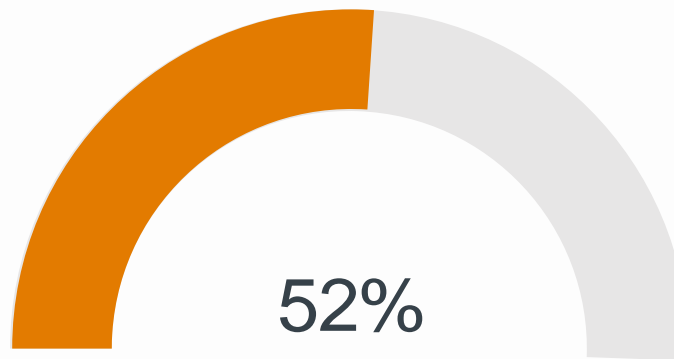
## TREND 4: WORKERS DEMAND FLEXIBILITY



of employees work on a fully remote or hybrid basis.

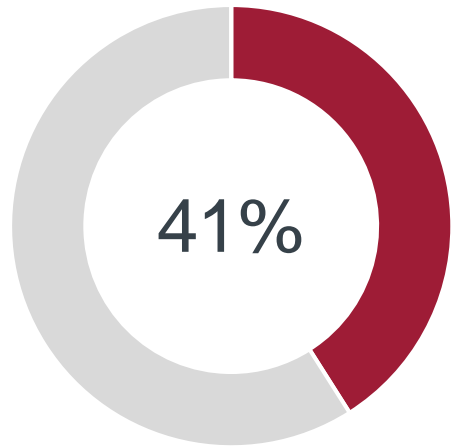


of managers have seen workers quit rather than return to the office full time.

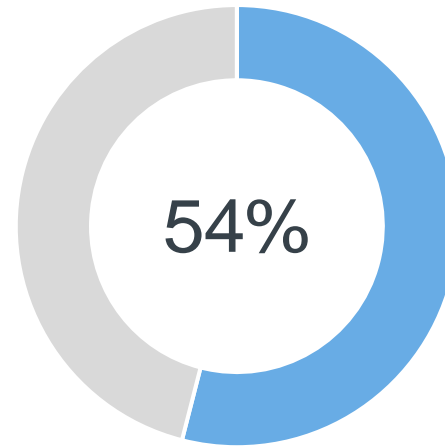


of employees want more flexibility.

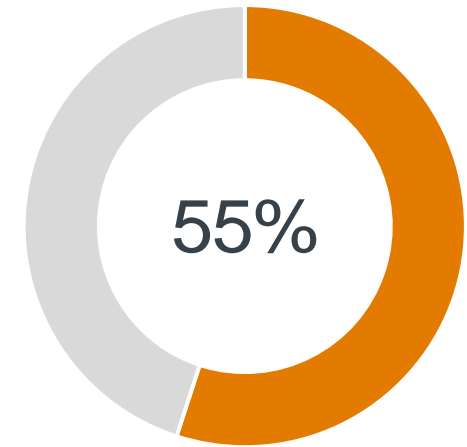
## TREND 4: WORKERS DEMAND FLEXIBILITY



of employees plan to find a new job.

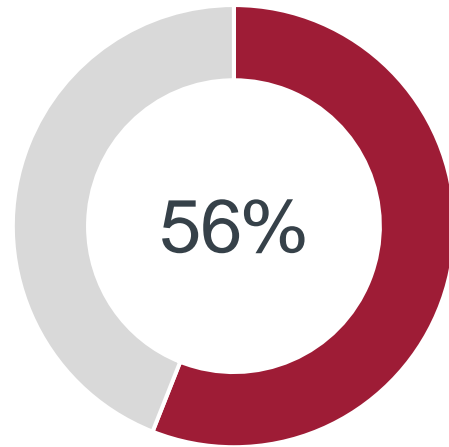


prefer a fully remote position.

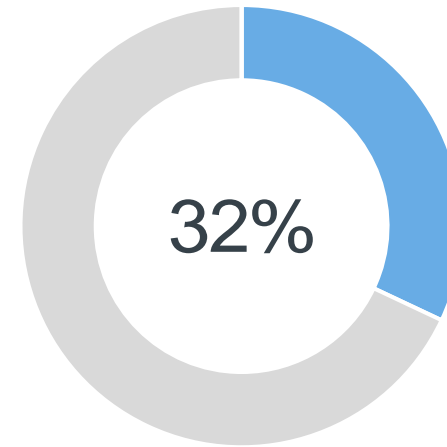


are open to hybrid schedules.

## TREND 4: WORKERS DEMAND FLEXIBILITY



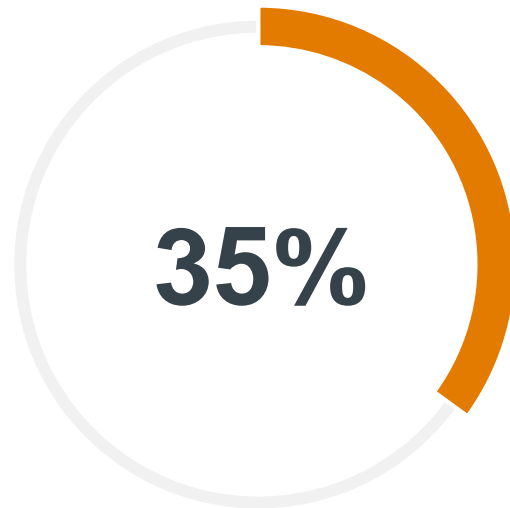
Increased morale



Greater productivity

## TREND 5: COMPANIES EMBRACE FLEXIBILITY

### Bringing in more contract talent



For 2022



For 2023

## TREND 5: COMPANIES EMBRACE FLEXIBILITY



Access to talent with specialized expertise



Staff skill gaps

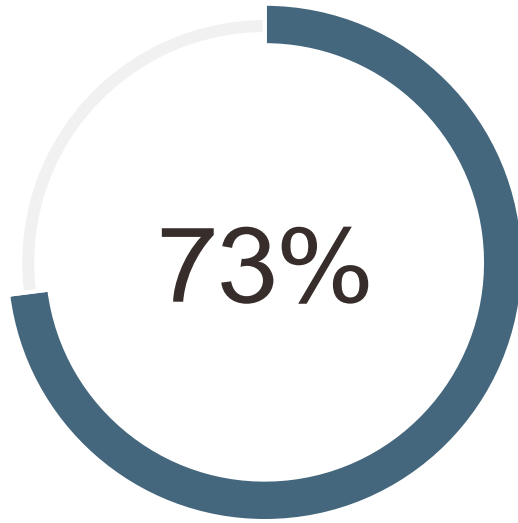


Relieve heavy workloads

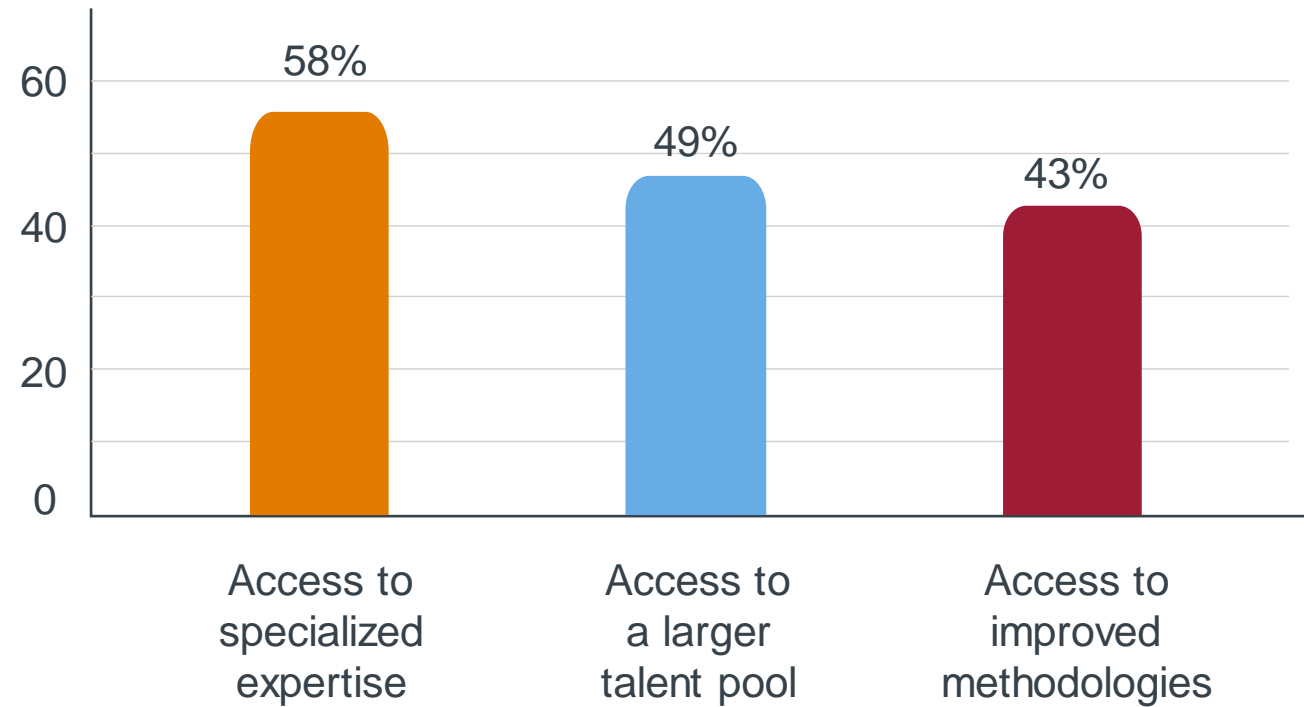


Alternate recruitment method

## TREND 6: MANAGED SERVICES KEEP BUSINESS MOVING



of companies use managed services.



## 2023 SALARY TABLES

CANDIDATE:	25th	50th	75th
	New to the role, with little or no experience; requires more than casual instruction or supervision to perform day-to-day duties	Has the experience to consistently perform core responsibilities without direct supervision; very comfortable with processes and subject matter	Value to the company goes far beyond the ability to perform normal job duties; has rare qualifications that enable consistent contribution in unique ways; ready for next career level when available

**AVERAGE STARTING SALARIES – NATIONAL:**  
*(MAY BE HIGHER OR LOWER DEPENDING ON LOCAL VARIANCE)*

<b><i>Legal Administrator</i></b>	<b>\$87,250</b>	<b>\$94,000</b>	<b>\$118,500</b>
<b><i>Office Manager</i></b>	<b>\$57,500</b>	<b>\$65,000</b>	<b>\$80,000</b>
<b><i>Paralegal Manager</i></b>	<b>\$85,750</b>	<b>\$93,000</b>	<b>\$106,000</b>
<b><i>Senior/Supervising Paralegal (7+ Years' Exp)</i></b>	<b>\$69,250</b>	<b>\$77,500</b>	<b>\$98,000</b>



## SOURCES AND METHODOLOGY

*The salaries listed in the salary tables represent starting compensation only, meaning pay for someone new to a company in the position listed. Our estimates do not include bonuses, benefits or perks. Since professionals joining a company may enter at a variety of experience levels, we report salaries in ranges.*

*How do we determine our salary figures? [See our methodology.](#)*

*Other data referenced in this presentation is based on online surveys developed by Robert Half and conducted by independent research firms. Respondents included executives, hiring managers and employees from small (20-249 employees), midsize (250-499 employees) and large (500-plus employees) private, publicly listed and public sector organizations across the United States.*

# Trends in Legal

01

# Work-life balance is winning its case

**76%**

of legal managers said remote work offerings have helped them hire strong candidates.

## Remote legal positions

- Contract manager
- Law firm associate
- Litigation support/eDiscovery specialist
- Patent agent

02

# Shifting hiring practices help law firm expansion

## Cross over

Small and midsize firms are recruiting from corporate.

## Bring the team

New groups of talent to open new specialty areas.

03

# Contract roles benefit employers and workers

**44%**

of legal managers plan to increase use of contract professionals.

## Benefits of contract roles

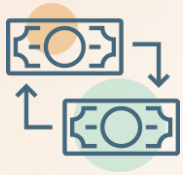
- Work-life balance
- Variety of work

## IN-DEMAND PRACTICE AREAS



- Data privacy
- Elder law
- Estate planning
- Family law
- General business/  
commercial law
- Healthcare
- Labor and  
employment
- Litigation
- Real estate
- Tax law

## HOT LEGAL JOBS



**FINANCIAL  
SERVICES**



**GOVERNMENT**



**HEALTHCARE**



**MANUFACTURING**



**TECHNOLOGY**

- Law firm associate
- Legal administrator

- Litigation support/eDiscovery analyst
- Paralegal

# Trends in Benefits and Perks



**BENEFITS: SUPPLY VS. DEMAND**

**Benefits that employers offer most often**

Health insurance

Paid time off

Life insurance and AD&D

Retirement savings plan

Dental insurance

Health insurance

Paid time off

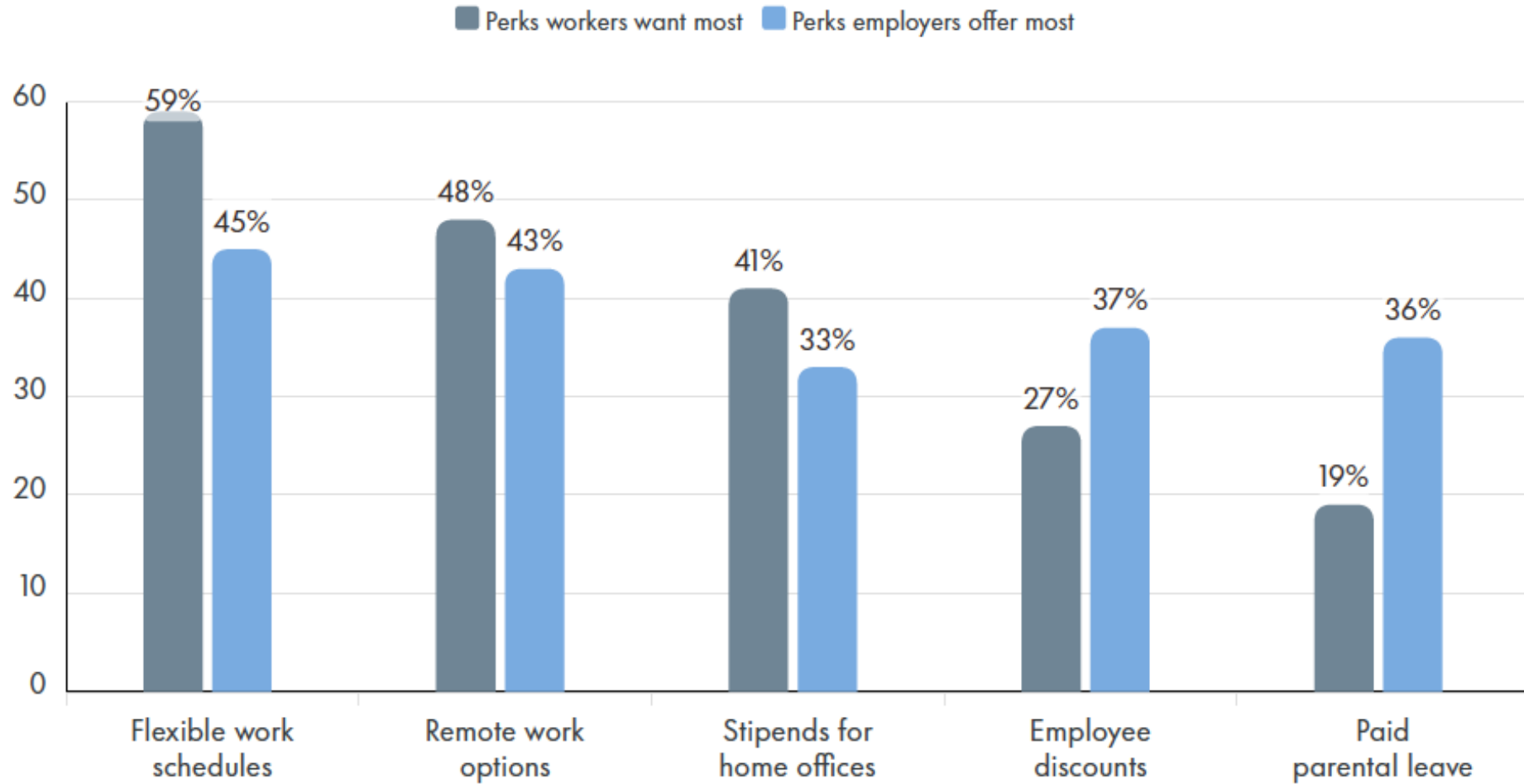
Retirement savings plan

Dental insurance

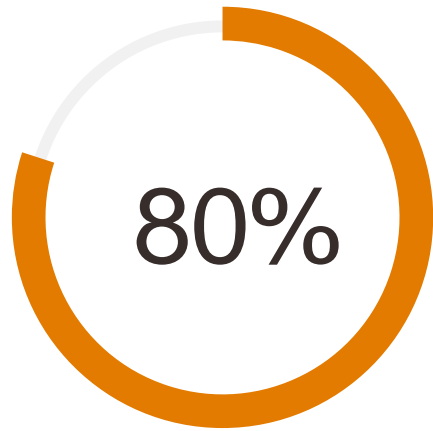
Leave of absence

**Workers rank the benefits they want most**

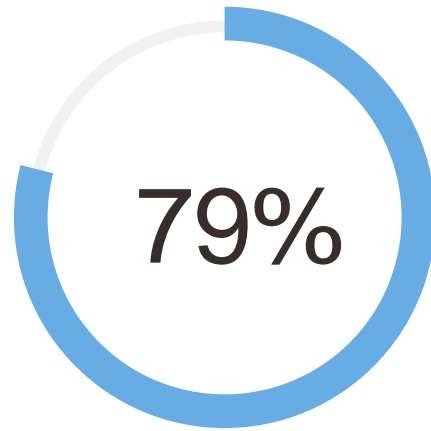
# Which perks are popular right now?



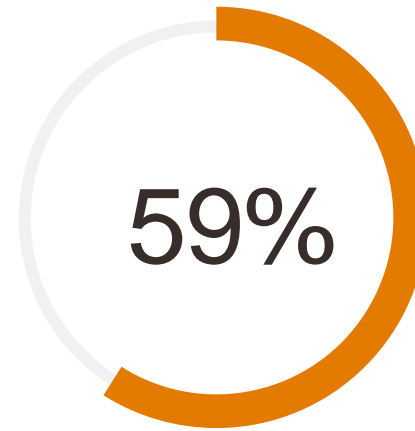
## WHAT WORKERS WANT MORE OF



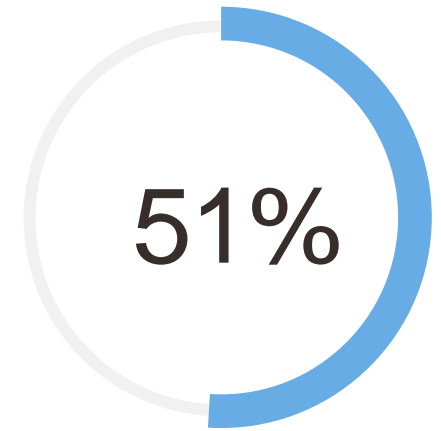
Flexibility in where  
and when they work



Work-life balance



Professional  
development



Company that  
supports  
employee well-being

## BROADENING PERKS

Remote work opportunities

Mental health resources

Wellness programs

Flextime

Stipend for home office



**83% of HR managers  
said their company  
has added new perks  
in response to the  
hiring market**

# Diversity, equity and inclusion

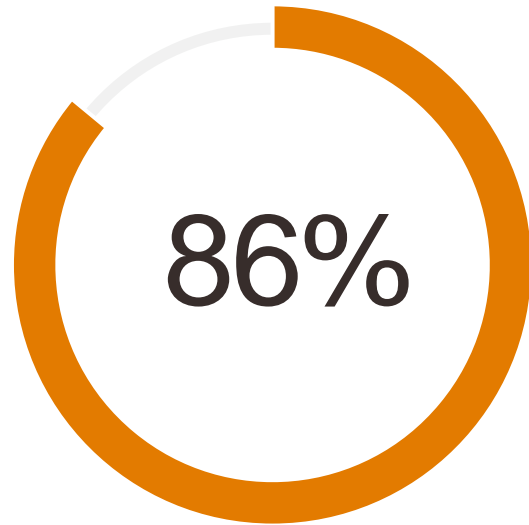
Creating pathways for diverse representation

Promoting inclusive work environments

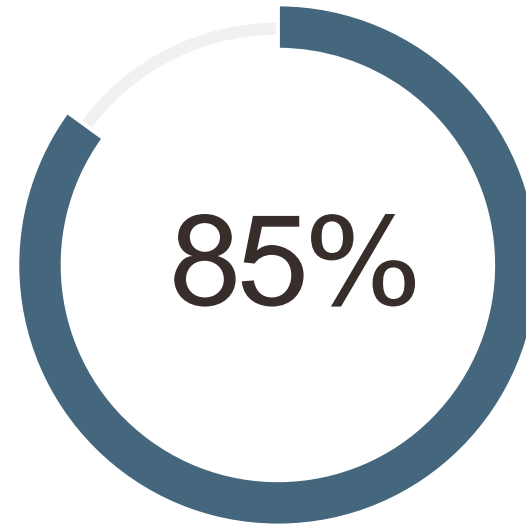
Providing equitable access to opportunities  
and advancements



## WHAT WORKERS SAY ABOUT DEI



Company takes actionable steps to address DEI.



Company leaders should ensure DEI initiatives are supported.

## INTEGRATING DEI INTO THE COMPANY



- Posting open roles on DEI-related job sites
- Working with organizations dedicated to increasing access and opportunities for historically underrepresented groups
- Promoting employee network groups

## STRATEGIES FOR SUCCESS



**Leadership** — Get support from company executives.



**Accountability** — Set benchmarks and collect DEI-related data.



**Transparency** — Publicize DEI initiatives, goals and data companywide.



**Outreach** — Volunteer time and get involved.



## KEY TAKEAWAYS

- Employers may need to **boost salaries and benefits** to hire and retain top talent.
- Job seekers want **flexibility**, especially hybrid/remote work arrangements.
- **Interim staff and managed services** help businesses grow and save money.
- **DEI efforts** can make a big difference in hiring, retention and job satisfaction.

## ADDITIONAL RESOURCES

- [roberthalf.com/salary-guide](https://roberthalf.com/salary-guide)
- [roberthalf.com/salary-guide/calculator](https://roberthalf.com/salary-guide/calculator)
- [roberthalf.com/blog](https://roberthalf.com/blog)

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# Q&A

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