

Survey Shows Non-Financial Perks Rank Highest for Recruiting Legal Staff

MENLO PARK, Calif., May 30, 2013 /CNW/ - When it comes to recruiting legal professionals, employers might want to showcase their workplace benefits programs, [new research](#) by [Robert Half Legal](#) suggests. Nearly seven in 10 **69 percent** lawyers interviewed cited "flexible work hours or telecommuting" as one of the best incentives for recruiting and retaining legal professionals, followed by "free or subsidized training or education" (**50 percent**) and "on-site perks" (**33 percent**). "Higher compensation" ranked fourth, with **14 percent** of the survey response.

In a separate question, one-quarter (**25 percent**) of respondents said "leadership or advancement opportunities" would most entice them to take a job with another law firm or company, followed by "more interesting work" (**14 percent**) and a "flexible schedule or telecommuting" (**12 percent**). "Higher compensation" ranked fourth, with **9 percent** of the survey response.

The survey was developed by Robert Half Legal, a premier [legal staffing firm](#) specializing in the placement of lawyers, paralegals and other highly skilled legal professionals. It was conducted by an independent research firm and is based on telephone interviews with 350 lawyers in the United States and Canada. All of the respondents have hiring authority within their organizations.

Lawyers were asked, "**Which of the following perks, if any, are most effective for recruiting and retaining legal professionals?**" Their responses:*

Flexible work hours or telecommuting	69%
Free or subsidized training or education	50%
On-site perks (childcare, dry cleaning, fitness center, cafeteria, etc.)	33%
Higher compensation (salary, bonus, stock options)	14%
Free or subsidized snacks/lunch	9%
Matching gifts program for charitable contributions	9%
Good retirement programs (pensions, matching 401k, etc.)	8%
Health insurance/healthcare	7%
Work/career opportunities (challenging/meaningful work, opportunities for growth/advancement, etc.)	3%
Work environment/culture	3%
Other	6%
None	2%
Don't know/no answer	2%

*Multiple responses were permitted.

Lawyers also were asked, "**Which one of the following incentives would most entice you to take a job with another law firm or company?**" Their responses:

Leadership or advancement opportunities	25%
More interesting work	14%
Flexible schedule or telecommuting	12%

Higher compensation (salary, bonus, stock options)	9%
Learning or professional development opportunities	7%
More vacation time	3%
Other	4%
None	11%
Don't know/no answer	15%
Total	100%

(**NOTE:** An infographic illustrating the survey results is available to download at http://legal.rhi.mediaroom.com/file.php/1491/RHL_0513_GRAPH_Perks.jpg.)

"For lawyers who are already highly compensated in many cases, job satisfaction is often linked to non-monetary criteria," said Charles Volkert, executive director of Robert Half Legal. "These attorneys may be enticed to leave their current employer for a firm that offers more advancement opportunities, meaningful work or better work-life balance."

Volkert added that these factors may hold more sway than raises when it comes to recruiting and retaining Gen Y professionals. "In particular, Millennial workers, who often place great value on collaborating with their colleagues and balancing their professional and personal obligations, may seek employers who offer telecommuting, flexible work schedules and a team-oriented environment," he said.

About Robert Half Legal

Robert Half Legal is the legal staffing division of Robert Half International. The company provides law firms and corporate legal departments with highly skilled professionals, including lawyers, paralegals and legal support personnel, on a project and full-time basis. With North American and global locations, Robert Half Legal also offers [managed review and e-discovery services](#). More information, including online job search services, can be found at www.roberthalflegal.com.

SOURCE: Robert Half Legal

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